TSR Profiles

GARY GYGAX

There is a persistent rumor at TSR, Inc., that Gary Gygax never sleeps.

President of TSR, Inc., is a full-time job all by itself. Chairman of the Board is a full-time job, too. Then there's President of the Dungeons & Dragons Entertainment Corporation in Beverly Hills. And Co-Executive Producer of the DUNGEONS & DRAGONS™ Cartoon Show. That's enough to keep three ordinary mortals busy. On top of that, there's the new *Oriental Adventures* hardcover rulebook for the AD&D® game system and the first novel in the *GREYHAWK™ Adventures* epic series and regular articles for DRAGON® Magazine and . . .

"I'm always working on new products," Gary told us.

Gary Gygax

"Currently, I'm working on three boardgames, the rest of the *GREYHAWK Adventures* novels, a new role-playing game, several short stories, a children's book series, and various entertainment projects for film and TV."

Gary frequently gets up at five o'clock in the morning to hit the typewriter before coming into the office to handle the myriad details of the far-flung TSR, Inc., operation. "The writing is the fun part, the reward for doing everything else," he said.

Gary has been a writer and a game designer for most of his life. He learned how to play chess when he was six years old. By the time he was 12, he was designing miniatures rules for toy soldiers with his best friend Don Kaye (now deceased), who later helped Gary found TSR, Inc. Gary had built a huge collection of 54mm and 70mm figures. The collection decreased because of his unique method of resolving battles. "We used to use ladyfingers (small firecrackers) to simulate explosions. . . . Light the fuse, and BOOM!"

By the early 1960s, Gary had grown much more sophisticated as a game designer. He became active in fandom and got involved in play-by-mail DIPLOMACY™ games. He designed DIPLOMACY variants, and also wrote house rules and variants to the early games from The Avalon Hill Game Company. Gary also continued to design miniatures games — but stopped using ladyfingers for playtesting.

In 1965, Gary founded the Lake Geneva Tactical Studies Association, a wargaming and miniatures club. He designed games as a hobby while making a living as an insurance adjustor in Chicago. And then, in 1970, he left his job to try to make a living at his hobby.

"There were too many boundaries in insurance," he said. "All I really wanted to do was write and design fantasy games."

The early years were hard. He paid the bills by repairing shoes in his basement. He brought in a few more dollars by writing, editing, and typing rules for games such as TRACTICS™. Then, in 1971, Guidon Games published the CHAINMAIL™ rules for medieval miniatures, complete with the Fantasy Supplement. That was the beginning of the DUNGEONS & DRAGONS® game.

Don Kaye decided to borrow $1,000 on a life insurance policy, and together he and Gary formed a partnership called Tactical Studies Rules in October 1973. In January 1974, the first edition of the DUNGEONS & DRAGONS game was released. It was not an instant success. In fact, it took almost a year for the first thousand copies to sell. Tragedy struck the next year, when Don had a fatal heart attack. But the company they had formed went on.

The second printing of the D&D® game was 2,000 copies. Those sold out in only five months. The third printing of 3,000 copies also took five months to sell out. By 1976, the company was booming, and it hasn't stopped since.

In 1983, Gary founded and became President of the Dungeons & Dragons Entertainment Corporation in Beverly Hills, California, which led to the highly successful DUNGEONS & DRAGONS™ Cartoon Show, and various other entertainment projects in the works. He travels regularly between his two jobs — but he writes and designs wherever he is.

Gary is a man who has achieved many of his early dreams, but he has never given up dreaming and striving for higher aspirations. His advice for would-be game designers and entrepreneurs: "There is no such thing as a free lunch. Be prepared to stick by your guns. When you're convinced you have the right game, idea, or story, start it now. Or else you'll never do it."

Selected Bibliography
(not counting D&D® or AD&D® games)

ALEXANDER THE GREAT
BATTLE OF ARSOUF
BOOT HILL
CAVALIERS & ROUNDHEADS
CHAINMAIL
DON'T GIVE UP THE SHIP
DUNKIRK
LITTLE BIG HORN
TRACTICS
WAR OF EMPIRES
WARRIORS OF MARS

HAROLD JOHNSON.

In the dead of night, when game designers are asleep in their beds, visions of new modules dancing in their dreams, one man, a figure shrouded in mystery, sits at his lonely desk in the TSR building, patiently reviewing manuscripts. Every so often, this shadowy figure scratches a comment on the paper, then reads on.

Meet Harold "Wisconsin" Johnson. TSR's Director of Game Design. You may not know his name, but he is an important contributor to every game, module, and accessory published by TSR.

Harold supervises all of the TSR staff game designers: David "Zeb" Cook, Doug Niles, Tracy Hick-

Harold Johnson

man, and Jeff Grubb. He also manages the Acquisition Department, staffed by Jon Pickens and Bruce Heard. Harold has final responsibility for all games and game accessories published by TSR, and also decides what specific items the company will publish each year.

As you might imagine, Harold is very busy, running from meeting to meeting with a harried expression on his face, his memo pad filled with a thousand notes concerning each product in development. One minute he is checking final typesetting in the Graphic Arts Department, the next he is deep in conversation with a designer, helping him solve a major technical problem. Harold's eye for detail is legendary. "I'm a very good proofreader," he says modestly.

Harold was born in Evanston, Illinois. He attended Northwestern University and got his B.S. in Biology in 1977. He was introduced to his first D&D® game in 1976 by friends in Nebraska, and he quickly became an avid player. In 1977, he attended his first GEN CON® convention in take Geneva. "I was very surprised to find that TSR was located so close to Chicago," he said.

When he graduated from college, Harold worked at odd jobs, continued to play games, and thought about his future. In the fall of 1978, he saw an ad in DRAGON® Magazine for a job as a Games Editor at TSR. He applied and got an interview, but wasn't selected. Refusing to become discouraged, he applied again for another job as a Game Designer. This time, he got the offer, but before he joined the company, TSR asked him to become an editor, because they needed an editor more than they needed another designer just then. Harold accepted, with the promise that he could transfer into game design. . . . but his future beckoned in a different direction.

His first assignment was as Copy Editor on the *Dungeon Masters Guide,* to which he contributed the rules on destroying artifacts. At the same time, he began working on a tournament module that later became CI, *Hidden Shrine of Tamoachan.* "That was to prove to the company I could write," he says. He also created all the PC and NPC character record sheets for the AD&D® game system.

Less than seven months after Harold joined TSR; he was promoted to Manager of Production, with responsibility for editing, layout, and dealing with the printers — from design turnover to manufacturing turnover. This was the year that TSR's growth really took off, and the company jumped past the $1 million mark and kept on growing. In the years that followed, Harold was at various times Assistant to the Vice President for Research & Development, Manager of Game Design, and Manager of Editing.

In 1982, Harold was promoted to Director of Games Research & Development, a position he has held ever since. The same year, he married his wife V.J., and in 1984 they had their first child, Allison.

During his tenure with the company, Harold has been responsible for hiring Frank Mentzer, Jon Pickens, Tracy Hickman, Pat Price, and many others. Although his first love has always been game design, his management responsibilities have carried him away from his own work to provide mentoring, oversight, and direction to others. He has had credited role in many projects, including co-creation of the concept for the DRAGONLANCE® line.

Harold's eagle eye, experience, and knowledge of game design have earned him the respect of peers and subordinates. "Harold has the ability to find any weak point that lurks in a design," said Jeff Grubb. "He has contributed to every design that has come out of this department."

BIBLIOGRAPHY

CI HIDDEN SHRINE OF TAMOACHAN
A2 SECRET OF THE SLAVER'S STOCKADE
IJAC1 JUDGE'S SURVIVAL PACK
IJ4 THE GOLDEN GODDESS

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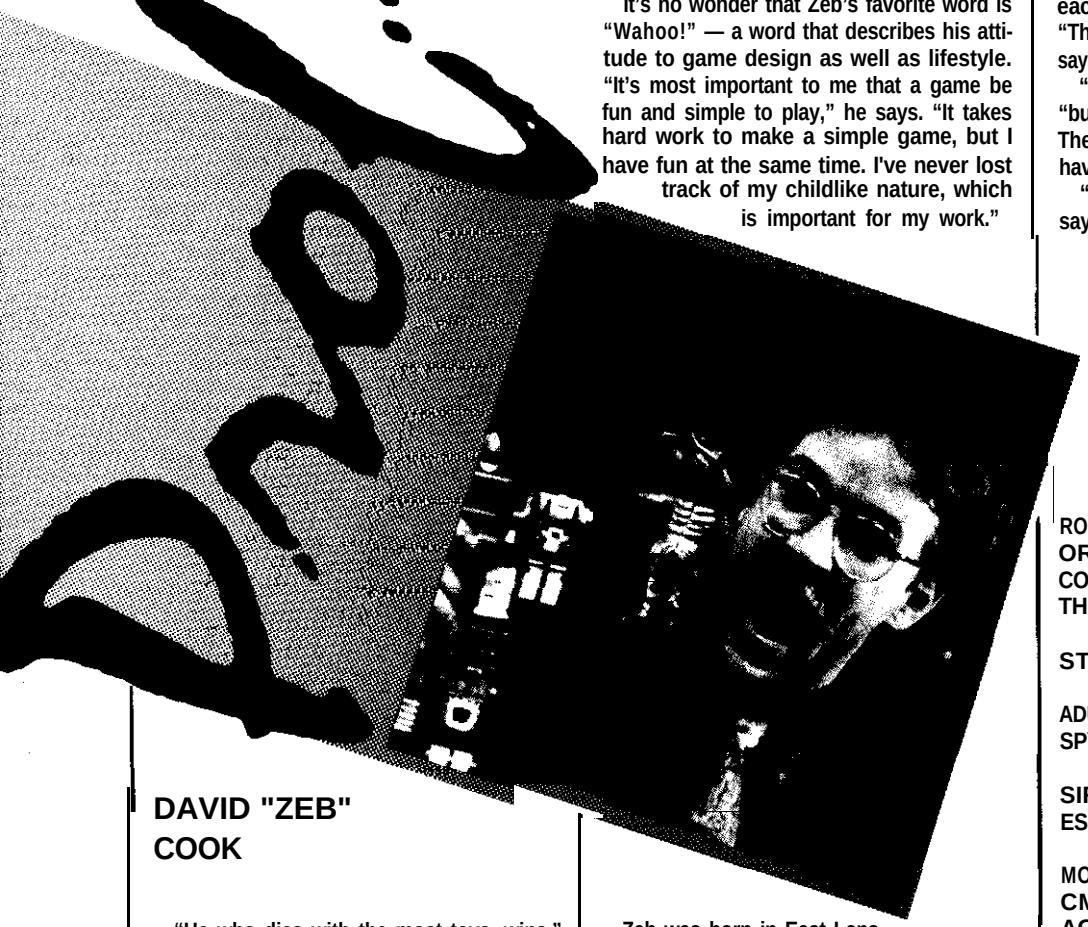

DAVID "ZEB" COOK

"He who dies with the most toys, wins."

This is the motto of David "Zeb" Cook, Senior Game Designer of TSR, Inc. Zeb, as he is generally known, is working hard to win. His mammoth collection of toy robots and plastic Japanese monsters has threatened to completely take over his office.

Zeb is perhaps the most versatile game designer at TSR, having created role-playing games, modules, family board games, card games, rulebooks, and party mystery games. He designed and wrote the AD&D® game *Oriental Adventures* book under Gary Gygax's guidance and direction, and created the PARTYZONE™ mystery game line. The SPY RING™ Scenario, the first PARTYZONE game, was named one of the Top 100 Games of 1985 by GAMES Magazine.

"I'm the TSR fire brigade," Zeb says. "Whenever there's a licensed game or a project in trouble, they throw it on my desk. I like it that way, because I never know what I'll get to do next."

Zeb's wacky sense of humor and general insanity keep life at TSR constantly hopping. His legendary Bad Japanese Movie Parties are raucous affairs in which the dialogue supplied by the audience is much funnier than what's happening on the screen. Zeb has also orchestrated many of the water pistol shootouts that rage up and down the halls, soaking innocent bystanders as well as combatants with equal glee.

It's no wonder that Zeb's favorite word is "Wahoo!" — a word that describes his attitude to game design as well as lifestyle. "It's most important to me that a game be fun and simple to play," he says. "It takes hard work to make a simple game, but I have fun at the same time. I've never lost track of my childlike nature, which is important for my work."

Zeb was born in East Lansing, Mich. His father was a farmer and a college professor, and he grew up on a farm in Iowa. In junior high school he started playing wargames like *Blitzkrieg* and *Afrika Korps* from The Avalon Hill Game Company. "I was primarily a wargamer, but there wasn't any role-playing available then." In college, he was introduced to the D&D® game by the University of Iowa gaming club.

He got his B.A. in English (Theater minor) in 1977, and married his high school sweetheart, Helen. They have one son, Ian. He became a high school teacher in Milligan, Nebraska, where his students awarded him the nickname "Zeb" because his signature looked like a big "Z" and also because he resembled a James Arness character in an old Western whose name happened to be "Zeb." The name stuck.

One January, he saw an ad in DRAGON® Magazine for a game designer position at TSR. It seemed to him that this would be a lot more fun than teaching, and his wife said, "Why don't you try it?" He completed the designer test that the company then used, and wrote a sample module section, and . . . "Doggone! They liked me!"

Zeb was the third full-time game designer hired by TSR. As Senior Designer, he coordinates in-house playtesting and runs the Thursday morning "show and tell" meeting in which all the designers and editors bring each other up to date on their projects. "That's enough management for me," he says.

"Game designing is hard work," he says, "but everything worth doing is hard work. The important thing is to do it well, and to have fun while you're doing it."

"Keep it fun, simple, and wahoo!" he says, "and you'll never go wrong."

BIBLIOGRAPHY

ROLE-PLAYING GAMES
ORIENTAL ADVENTURES
CONAN® THE BARBARIAN Game
THE ADVENTURES OF INDIANA JONES™* Game
STAR FRONTIERS® Game

ADULT AND FAMILY GAMES
SPY RING™ Scenario, PARTYZONE™ Game #1
SIROCCO™ Master Rules
ESCAPE FROM NEW YORK™ Game

MODULES
CM4 EARTHSHAKER
AC5 DRAGON™ TILES II
AC2 D&D® GAME COMBAT SHIELD
B6 THE VEILED SOCIETY
CB1 CONAN UNCHAINED!
M1 BLIZZARD PASS
X4 MASTER OF THE DESERT NOMADS
X5 TEMPLE OF DEATH
TS005 ORIENT EXPRESS
BH2 LOST CONQUISTADOR MINE
X1 THE ISLE OF DREAD
I1 DWELLERS OF THE FORBIDDEN CITY
A1 SLAVE PITS OF THE UNDERCITY

KIM MOHAN

"My principal purpose in granting this interview," said Kim Mohan, DRAGON® Magazine's male Editor-In-Chief, "is to let people know what sex I am."

"I've had fun at conventions when people see my name tag and then do a double-take when they see my beard, but now it's time to let the world in on the truth."

Kim was born in Chicago on May 4, 1949, and moved to Williams Bay, Wis. (just a few miles west of Lake Geneva), when he was five. He grew up in Williams Bay as an avid science-fiction and fantasy reader and occasional wargamer, and graduated third in his high school class.

He enrolled in Beloit

(Wis.) College (right on the Wisconsin/Illinois border), where he switched majors a lot — philosophy, mathematics, etc. Everything, in fact, except for English and Journalism.

"I decided that what I really wanted to do was write, so I sort of fell into a job working for the Lake Geneva Regional News as a reporter, and dropped out of college. That lasted for a few months, then I joined the staff of the Beloit Daily News, where I stayed for nine years."

During that time, Kim was a sports writer, an editorial writer, the state editor, the wire service editor, and just about everything else. "I was a handyman, doing a little bit of everything as it needed to be done. Come to think of it, that's what I'm still doing," he said.

After nine years, he had grown tired of the newspaper business, but wasn't sure what he wanted to do next. So he quit his job to become a freelance writer for various newspapers. That wasn't financially viable. "Besides, I discovered that I really needed someone to tell me when I had to be at work," Kim said.

One day, in the summer of 1979, Kim drove over to Lake Geneva, walked in the door of what was then the TSR Periodicals headquarters, and invited himself for an interview. They gave him some freelance editing assignments as a test, and when he brought them back in, they hired him on the spot.

Kim started as the number-three man on a three-man staff. Not too long thereafter, he was promoted to Assistant Editor of the magazine, and then to Editor-in-Chief with issue #49 (May 1981).

"I suppose I shouldn't say this, but I'm not much of a D&D® game player. This helps me keep my objectivity, which is all to the good. When I look at a manuscript, my judgment isn't influenced by my experience as a player or DM. I see everything as an editor.

"I was very interested in playing the D&D game when I first heard of it, but by the time I found people to play with, the game was my job — and after working with it all day, I didn't want it to be my hobby, too," Kim said. "This helps keep the game fresh for me."

Kim describes himself as a "computerphile," and enjoys writing programs and tinkering with his Commodore 64 in his spare time. He also collects stamps. "Well, I accumulate stamps, actually. Sometime I'm going to take six weeks off and put them all in albums."

In addition to being Editor-in-Chief of DRAGON® Magazine, Kim also performs some managerial duties for STRATEGY & TACTICS® Magazine and AMAZING® Stories. His job involves everything from planning to production, meaning that he does everything from read manuscripts to set type when necessary. Putting out a monthly magazine is an unbelievably complicated process, and Kim is proud of the fact that DRAGON® Magazine has never missed a printing deadline during his tenure as editor.

In addition to his regular duties, Kim served earlier this year as the editor and general handyman for *the Unearthed Arcana* rule book, and he edited *Saga of Old City,* Gary Gygax's first novel. "The extra projects are extra work, naturally," he said, "but they were also very fulfilling."

The magazine has grown tremendously since Kim took it over, and that has resulted in a number of changes — some of them not good ones. "I've never wanted to discourage amateur writers from submitting, but we just don't have as much time for personal feedback and nurturing of new talent as we used to. We've become somewhat impersonal, and that bothers me — but there's nothing I can do about it."

"I like to get letters from our readers. I always read them, even if I can't print or answer all of them. What our readers think is a very important factor in what kind of magazine we make," he said.

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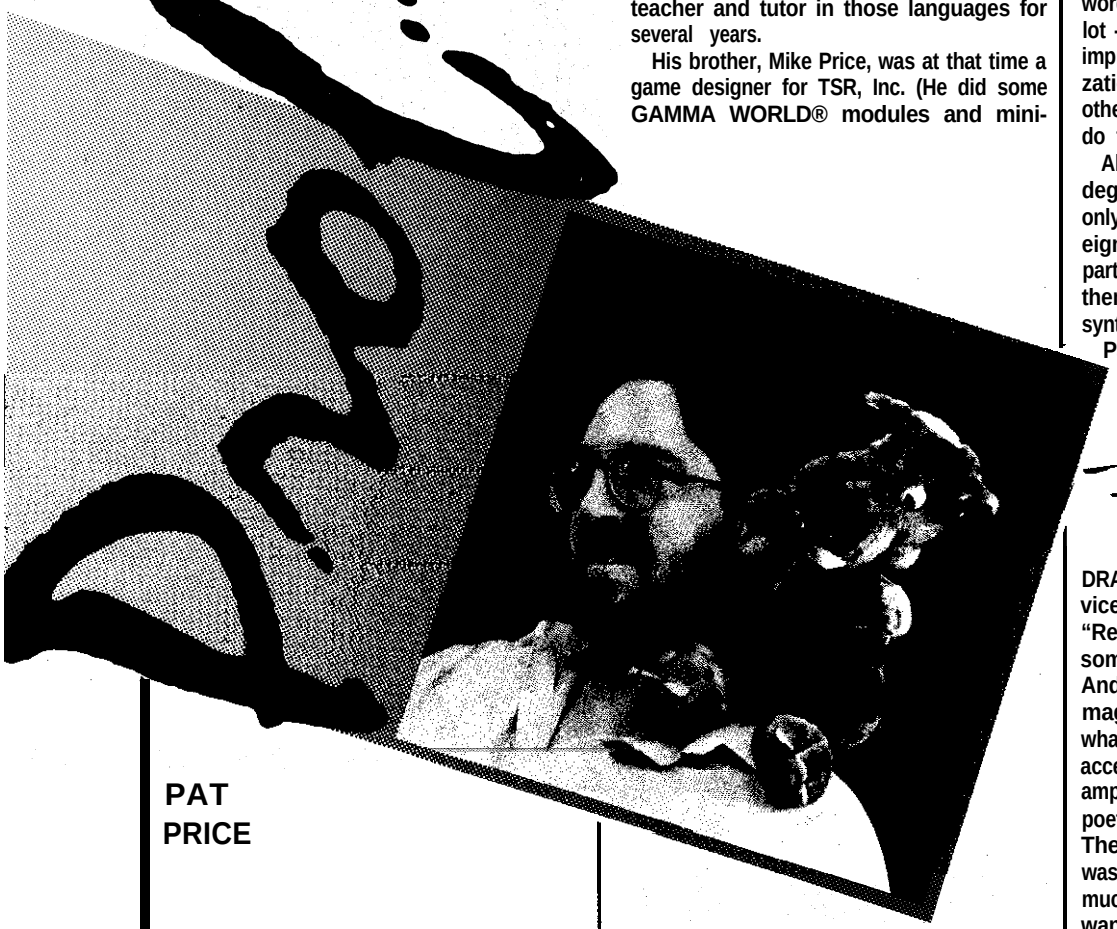

PAT PRICE

On the masthead of every issue of DRAGON® Magazine, under "Editorial Staff," is the name of Patrick Lucien Price. In every issue of STRATEGY & TACTICS® Magazine, here listed as Assistant Editor, is Patrick Lucien Price. And if you open an issue of AMAZING® Stories Magazine, there he is again: Pat Price, Managing Editor. Although you may not know him by name, his work in each issue of TSR's magazines is very important indeed.

For DRAGON Magazine, Pat edits book reviews, compiles the Convention Calendar, proofreads everything, occasionally sets type, and handles a lot of the details of production. For STRATEGY & TACTICS Magazine, he does the same. His primary responsibility, though, is for AMAZING Stories. Working with editor George Scithers (who is located in Philadelphia), Pat coordinates all business and production aspects of the magazine. He handles contracts, typesetting, page design, relationships with the printer and purchasing agents, subscription labels, ad placement, story tracking, covers. . . . Whew! There's hardly a single detail of magazine production, however small, that doesn't pass across Pat's immaculately clean desk.

Pat is originally from Whiting, Ind. (a southern suburb of Chicago), and has a B.A. in French and Spanish from Marian College in Indianapolis, Ind. He became a teacher and tutor in those languages for several years.

His brother, Mike Price, was at that time a game designer for TSR, Inc. (He did some GAMMA WORLD® modules and mining for editors . . . and Pat answered the call.

He began with TSR as a games editor in 1980, working on the revisions of the D&D® Basic and Expert Sets. After a year with the company, he was promoted to manager of the Pre-Press Department, which handles typesetting, keylining (the process by which type and art are pasted onto boards for the printer to photograph), photography, etc. This is one of the most important jobs at TSR — the people in Pre-Press are greatly responsible for making sure that the final product is done right and on time. Pat managed the department for nearly three years.

But editing was in his blood, and so he transferred to the magazine staff. "By this time, I had the technical background to be a good editor, and I could be useful in all phases of the operation," he said. "I'm an editor both by training and temperament, and I really like the job I now have.

"I'm not a gaming fan, or a would-be game designer, or a would-be writer. I like the editor's role — the responsibility for helping people come up with ideas and make them work. I think I've got a good critical sense for identifying problem areas in manuscripts and advising writers on improvements?

According to Pat, editing is much like writing: it is about manipulating the written word. A writer or an editor needs to read a lot - not only for ideas, but to learn syntax, improve vocabulary, and study characterization. Pat also likes to read and analyze other magazines to get ideas about how to do things differently.

Although there are few colleges offering degrees in editing, Pat recommends not only English and Journalism, but also foreign languages. "Foreign languages are particularly helpful because you must learn them formally. This makes you focus on syntax, grammar, and word choice."

Pat reviews all fiction submissions for DRAGON Magazine. His advice to would-be contributors is, "Read, write, read some more, and write some more. That's the best thing to do. And, before you send your work off to a magazine, read the magazine first. See what's being done; learn what formats are acceptable. Research your market. For example, DRAGON Magazine doesn't publish poetry or plays, but I receive both regularly. They are rejected automatically. That wastes my time and the author's efforts. I'd much prefer people to write and ask if they want to submit anything too unusual. It's far better to ask a stupid question than to do a stupid thing. And, if you really don't know the answer, then it's not a stupid question, is it"

Pat's pet dragon is named St. Cyril of Milwaukee.

Patrick Lucien Price

JON PICKENS

Jon Pickens is the Acquisition Editor for TSR, Inc. When you submit a module for possible publication, Jon reviews it and decides whether is is suitable, not suitable, or possibly suitable if rewritten. "But *please* don't send us new monsters, new magic items, or anything else without writing for a set of writer's guidelines," he says. "If you don't submit a properly filled-out disclosure form or don't follow our formats, your manuscript is automatically returned That wastes our time and yours."

Jon has a number of other responsibilities as well. When a manuscript is accepted, Jon edits and

Jon Pickens

develops it, and puts it in final form for publication. He has been the Games Editor for STRATEGY & TACTICS® Magazine for several years, and with issue #105 becomes the Managing Editor as well. "In a way, this completes a circle in my life," Jon said.

Jon was born in Mishawaka, Ind., on Aug. 12, 1954. In 1968, he came across a library book titled *Warfare in Miniature,* which introduced him to miniatures gaming, and shortly thereafter read a book titled *Wargames,* which introduced him to wargaming. For Christmas, his parents bought him his first wargame, *Blitzkrieg.* A couple of months later, he saw an ad in *Popular Mechanics* for a magazine titled STRATEGY &TACTICS, and he immediately wrote in for a sample copy. "That was issue 17," he said. "I spent the rest of the summer mowing lawns to get enough money to buy some wargames advertised in the magazine, and to get all the back issues."

As it turned out, the publishers didn't have all the back issues for sale, so they suggested that Jon write a collector in Wisconsin who might be able to help him. "So I wrote a letter to this collector, whose name was Gary Gygax, and arranged to buy the back issues from him. Gary invited me to attend a gaming convention in Madison. By a coincidence, my father had a speaking engagement in Delavan, which is near Lake Geneva, on the same weekend, so he took me up."

"Unfortunately, I had forgotten about the time zone change, so I went knocking on Gary's door at about 8 a.m., and woke him up. He answered the door in his bathrobe. Gary was very gracious about the whole thing, considering the circumstances," Jon said.

"I rode up to Madison with Gary. Oddly enough, the first question he asked me was if I read science fiction. Most wargamers at the time were primarily into military history. At the convention, I played in my first large-scale miniatures game, and at the end of the day, Gary gave me a copy of a fanzine, *Panzerfaust,* and drove me back to Lake Geneva."

Gary invited Jon to attend that year's GEN CON® convention, but he couldn't. The next year he did attend — it was GEN CON 3 — and has been there every year since.

Jon attended Valparaiso University in Indiana, and earned a BA degree in English and Economics in 1976. While in college, he kept attending conventions. At the 1973 GEN CON, the hit of the convention was a new miniatures game called CHAINMAIL™, published by the fledgling Tactical Studies Rules group, then unincorporated. The word was that next year, TSR would have something special to show . . . which turned out to be a little thing called the DUNGEONS & DRAGONS® game.

In college, Jon met Bob Blake (who has since written several modules for TSR, including C4 and C5), and helped start a gaming group at Valparaiso. "Bob was our first D&D® game dealer. He would order three or four copies at a time and sell them out."

When Jon graduated, he worked for three years as a waiter at a Red Lobster to pay off his student loans, and gamed at the Griffon hobby store in South Bend, Ind., playing mostly D&D. He wrote occasional articles for DRAGON® Magazine (some of which have been reprinted in Best of DRAGON Magazine anthologies) and was active in the famous gaming amateur press association (APA) publication *Alarums & Excursions.*

Finally, he decided to try to turn his hobby into his profession. He applied for a job at TSR, Inc., and was interviewed by Lawrence Schick, then head of Design. He took the designer and editor tests, and completed them the night before the interview. "They didn't think much of the design work, probably because I wrote it in a few hours late at night, but the editing part was OK," he said. Lawrence suggested that Jon interview with Harold Johnson, then Manager of Editing and Production, and he was hired.

And he's been here ever since.

TSR Profiles

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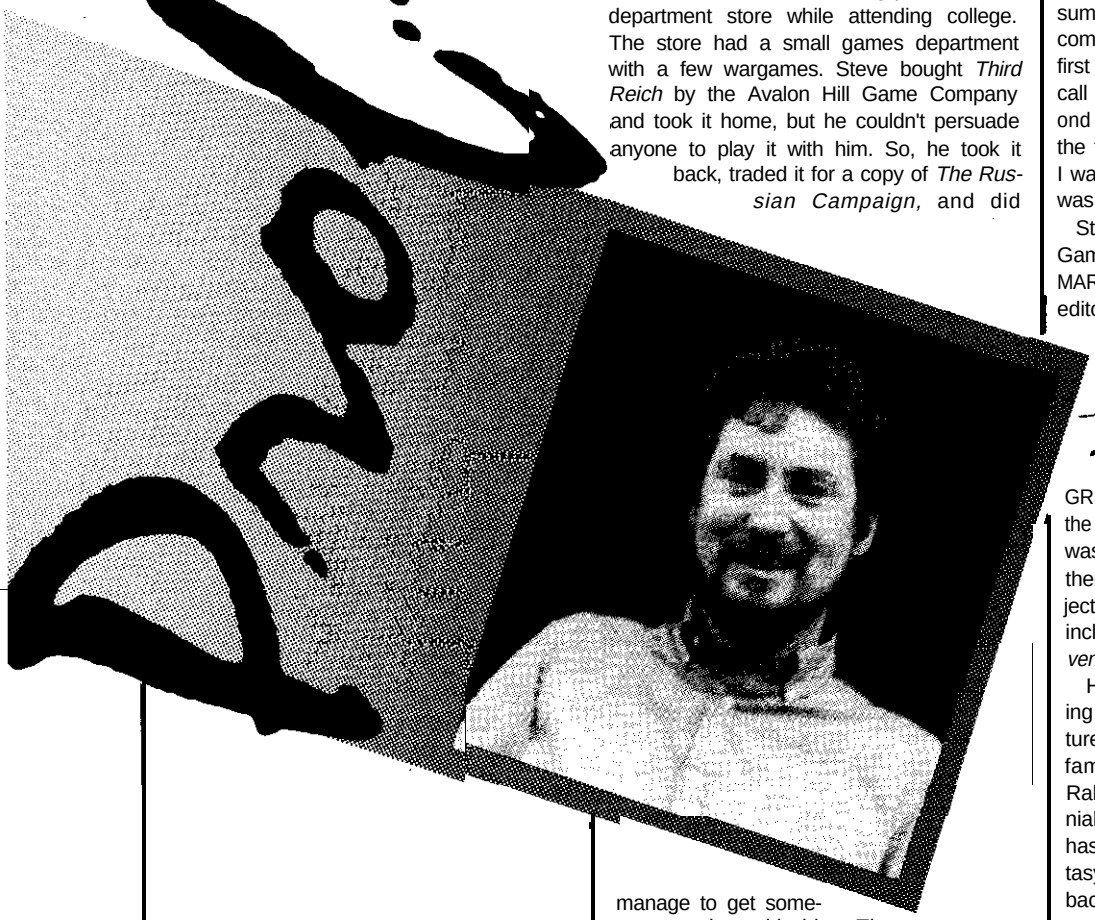


As Manager of Game Editors, Steve Winter is responsible for taking every game, module, and accessory once the designer has finished with it, and editing it into final shape. That doesn't just involve copy editing, fixing spelling, and correcting grammar, but also involves checking rules, making sure everything fits together logically, improving organization and flow of information, and sometimes rewriting sections of the text.

"In spite of the fact I ended up working for a game company," Steve said, "I had a more or less normal childhood. My folks tell me I was a model child." Steve was born in Dubuque, Iowa, on Dec. 8, 1957. "My first recollection goes back to when I was eight months old. I stuck a metal rosary into a wall socket, and got 110 volts through my tiny little body."

He attended Catholic school from first grade through high school, then two years of Catholic college before transferring to Iowa State University at Ames. "A nun introduced me to the works of J.R.R. Tolkien in high school," he said. "Previously, I had been mostly into historical novels and military history. For the next several years, I read all the fantasy I could get my hands on — but I didn't enjoy very much of it. I couldn't find anything with the same sense of humor and style as Tolkien. I also read a lot of science fiction. These days, I read mostly military history again."

In 1978, Steve was working part time in a department store while attending college. The store had a small games department with a few wargames. Steve bought *Third Reich* by the Avalon Hill Game Company and took it home, but he couldn't persuade anyone to play it with him. So, he took it back, traded it for a copy of *The Russian Campaign,* and did manage to get someone to play with him. That was his introduction to wargaming.

"The Russian Campaign intrigued me, so I bought *Tobruk,* which was the game that changed my life. I played it to death.

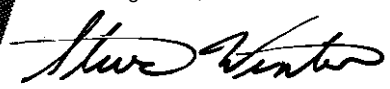
"When I transferred to Iowa State University, I was majoring in journalism. I worked on the campus newsletter, which, incidentally, was the seventh largest daily newspaper in Iowa. One day, I was proofreading the classified ad column, and came across an ad for the Iowa State Gamers. I went to their next meeting, and was introduced to the D&D game," he said.

"From then on, I played all day every Saturday, but I never was one of those 5-hour-a-day, 7-day-a-week gamers. The newspaper took up most of my time, and I had my heart set on becoming a journalist."

When Steve graduated, he got a job on the Peoria (Ill.) Journal-Star as a city desk reporter. Among other things, he covered the Saturday night police beat. "The first night I was there I covered the first murder in Peoria for over a year. I also covered Reagan's last campaign appearance in 1980. Then there were less exciting jobs, like covering the Mass Transit Board."

Unfortunately, this was a temporary position, substituting for a woman who was on maternity leave. When she came back, Steve was to be laid off. "One day I was in a hobby shop in Peoria, and saw an issue of DRAGON Magazine that mentioned that TSR was looking for editors. I sent my resume, and got an interview. I ended up coming to Lake Geneva three times. The first time, my car broke down, and I had to call and postpone the interview. The second time, everything worked out. But on the third trip, my car broke down again, but I was within five miles of Lake Geneva, so I was able to get it towed in."

Steve started with TSR in May 1981 as a Games Editor. He is the co-creator of the MARVEL SUPER HEROES™ Game, and the editor of both STAR FRONTIERS® boxed games, the GANGBUSTERS™ games, the WORLD OF GREYHAWK™ revision, and the TOP SECRET® Companion. He was promoted to manager in 1984. Since then, he's worked on many different projects in addition to his management duties, including the editing of half of *Oriental Adventures.*



His main gaming interests are wargaming and miniatures. He runs annual miniatures events at GEN CON, including the famous *Car Wars* "Lake Geneva Death Rally" series. He collects and paints colonial and American Civil War figures, and has also amassed a large number of fantasy figures. As a result of his miniatures background, he wrote *The Art of Three-Dimensional Gaming* booklet for the BATTLESYSTEM™ Fantasy Combat Supplement.

In September 1985 he married Mary Kirchoff, who had been a member of the DRAGON Magazine editorial staff and the editor of the POLYHEDRON™ Newszine. Mary is now a freelance writer, and is working on several books for TSR, Inc. They have an Irish setter named Hannibal, who frequently gets in to trouble.

Steve is currently designing and developing an SPI game, SNIPER PATROL, which combines and expands the old SNIPER and PATROL games.

ROGER RAUPP

Roger Raupp is the Art Director for DRAGON®, STRATEGY & TACTICS®. and POLYHEDRON" magazines.

"That means I do layout, keylining. graphic design, cartography, and some of the art," Roger said. "Basically, I handle everything but the typesetting."

Roger is a lifelong resident of the Lake Geneva area. He was born in nearby Elkhorn, Wis., on Oct. 1, 1963: "I was into science fiction as a kid," he said, "but my parents were quite conservative and thought I was a little nuts. They wanted me to work on the farm, not sit around and read

comic books and watch Godzilla movies all day."

He developed an interest in art during his childhood, and then got his first big break as a freshman in high school. "I was doing some art for a student magazine, which happened to be printed at the same plant where DRAGON had camera work done. Tim Kask, who was then the editor of DRAGON, happened to see some of my science-fiction and fantasy pieces, and told my art teacher to have me bring in a portfolio.

"Well, I had no idea what a portfolio was, but I figured it out in a hurry, and worked frantically for several weeks putting together a portfolio of warplanes, science fiction, fantasy . . . all of it was the sort of quality I routinely reject these days.

"Dave Sutherland, who was then working on the original cover for the DMG, reviewed my samples, gave me a lot of good advice, and told me to keep working. I did. A couple of months later, I brought in a new batch of drawings. And a few months after that, I got my first assignment, a jungle illustration that appeared in DRAGON #31.

"I started doing more and more work, and ended up joining the DRAGON staff on a part-time basis three years later. I did a little bit of everything: art, cartography, manual labor, packing, carpentry, errands. They called me the 'utility infielder' . . . I guess that was my job title. About a year later, I became a full-time employee, and slowly evolved since then into my current job."

Roger's current main interest is history, but he still loves science fiction media in all its aspects. The hardest part of his job is rejecting art submissions.

"Even though I know what it's like to be a struggling young artist without experience, I have to reject the work anyway. I have a great deal of sympathy . . . but no mercy. It's the biggest drag to have to be the one to send young, enthusiastic talent back to the drawing board, but, unfortunately, it's necessary. My advice to young artists is to become your own worst critic — it saves rejection.

"Kim Mohan has been very good at teaching me about how to reject, because he's certainly rejected enough of my work over the years."

Roger's other main function at TSR is tormenting fellow DRAGON staff member Roger Moore. "You see, when Roger joined the staff, I decided that I didn't like sharing my first name. Since he was unwilling to change his, what else could I do?" Regular exchanges of insults and practical jokes followed — all in fun, of course.

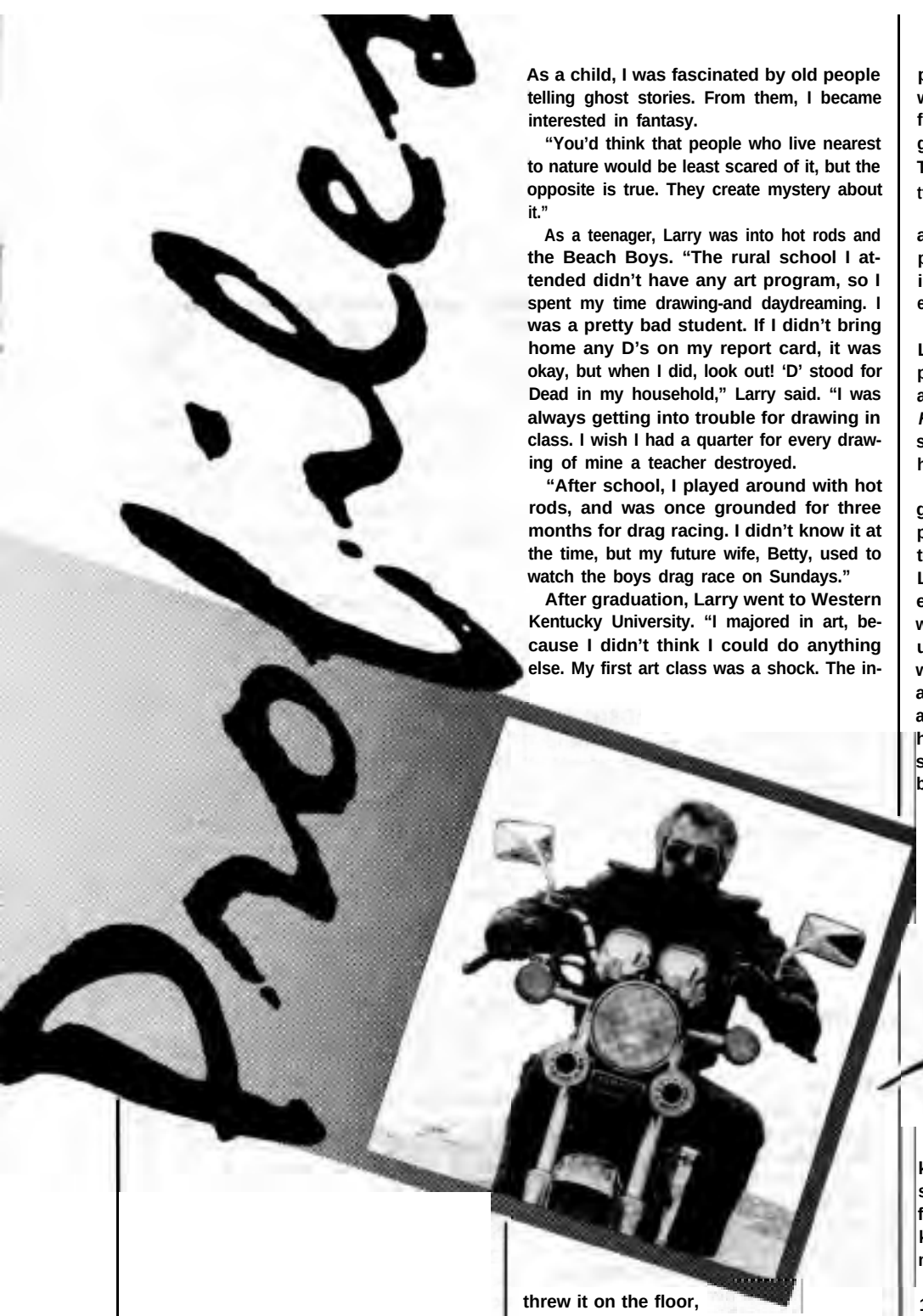
Although one might suspect from reading his powerful, high-level adventures that Roger Moore is a mightily thewed barbarian himself, the reality is that Roger is a calm, bespectacled, *[cheerful, outgoing, trustworthy, generous, brilliant. . . — RM]* man — except, that is, when armed with a water pistol. He also wears his hair short. Very short. This has given rise to a long line of "Roger Moore's barber" jokes.

"Because I work with sharp knives," explained Roger Raupp, "I have been known to cut myself, which gave rise to scenes of a medieval barber shop — bloody rags hang ing on the walls and all. So, one day I rigged up a cardboard barber pole and a huge sign that read, 'Roger Moore's Barbershop of the Macabre,' with a large picture of Elvira. right outside the layout office.

Roger's hobbies include cross-country skiing, biking, music, and, of course, gaming. "I did a lot of D&D gaming in high school, but now I play mostly *Traveller, Doctor Who,* and *Call of Cthulhu,"* he said.

Profiles

ELMORE



The gruff, bearded, hardened ex-con vowed to change his life when he was released from the Kentucky chain gang. "Ah have paid mah debt to society," said Cool Hand Larry, "and now ah want to devote mahself to mah art." His murder conviction recently overturned by, the Kentucky Supreme Court, Larry set out to become an artist.

"Well, it didn't happen that way," said Larry Elmore, "but it makes a good story. In reality, I was born in Louisville, Kentucky, on Aug. 5, 1948. and grew up in Grayson County, in the midwestern part of the state. As a child, I was fascinated by old people telling ghost stories. From them, I became interested in fantasy.

"You'd think that people who live nearest to nature would be least scared of it, but the opposite is true. They create mystery about it."

As a teenager, Larry was into hot rods and the Beach Boys. "The rural school I attended didn't have any art program, so I spent my time drawing-and daydreaming. I was a pretty bad student. If I didn't bring home any D's on my report card, it was okay, but when I did, look out! 'D' stood for Dead in my household," Larry said. "I was always getting into trouble for drawing in class. I wish I had a quarter for every drawing of mine a teacher destroyed.

"After school, I played around with hot rods, and was once grounded for three months for drag racing. I didn't know it at the time, but my future wife, Betty, used to watch the boys drag race on Sundays."

After graduation, Larry went to Western Kentucky University. "I majored in art, because I didn't think I could do anything else. My first art class was a shock. The instructor threw it on the floor, and told us to draw it. All semester long. It was awful."

True to form, Larry got A's in art, and worse grades in everything else. But by his senior year, he was selected as one of the top ten students. His senior show was a sensation, and several pieces were stolen. "The art department had to keep guards at the show all day," he said.

A month after graduation, Larry was drafted and assigned as an illustrator with the U.S. Army in Germany. "There wasn't much art to be done, so I did a lot of girlie pictures to decorate the offices, and did party invitations. We were participating in wargames, and I was an APC driver in the field." After Larry got out of the service, he got a job as a civilian artist for the Ft. Knox Training Aids Department, and married Betty.

"We were working in the same building as the print shop, so I learned a lot about printing, photography, and all the mechanics of the trade. It was a valuable experience."

After three years with the government, Larry turned to freelance work. His first published work was in *National Lampoon,* and shortly thereafter he sold some work to *Heavy Metal.* "Then I started selling work at science-fiction conventions in Louisville," he said.

A friend introduced Larry to the D&D® game around this time. Larry's friend was planning to send in some art submissions to DRAGON® Magazine, and badgered Larry to submit something as well. "I had enough freelance work at the time, and wasn't really interested, but the guy kept it up, and finally I sent a few pieces along with his submission. Well, they took mine and didn't take his. He was kind of annoyed. Then TSR offered me a job, but I had just bought a house in Kentucky and said no. They flew me up for an interview, but I said I'd still rather freelance.

"But they kept asking me, and I decided I was pretty bored with what I was doing. The government kept trying to get me to do supervisory work, which I hated, so finally I agreed to come to TSR. And you know, coming here was the smartest career move I ever made."

Larry joined the TSR staff in November 1981, and has done module and game covers, posters, book covers, calendar paintings, pen and ink work, and much more, including the *Snarfquest* saga currently running in DRAGON Magazine. He was the artist in charge of creating a look for the DRAGONLANCE® saga, and did much of the early sketches for the series.

"I want to say something special to all the people who have written me letters. I really want to answer all the mail I get, and I feel bad when I don't, but this job keeps me too busy. I really do enjoy hearing from you, though, and I'm sorry that I haven't written back," Larry said.

DOUG NILES

Profiles

When Doug Niles was in his early teens, he read all the Tarzan books three times each. "Did you know that Tarzan once visited Wisconsin?" he said.

Doug was born on Dec. 1, 1954, in Brookfield, Wis., a suburb of Milwaukee, and moved to Nashotah, a small town to the north, when he was twelve years old. In addition to his early interest in heroic fantasy, Doug discovered wargaming, and played *Luftwaffe* and *France 1940* with his brother for hours on end.

"I also wrote a number of short stories in high school," Doug said.

In his senior year, Doug

Douglas Niles

made a short film, "The Further Adventures of Sir Charles Percy Harrington-Warsfield III: The Search for the Brown-Bellied Swamp-Stomper," in which his overweight shaggy brown poodle played one of the title roles.

"I played the hero," Doug said, "but the film was mainly an excuse for my best friend Fred and I to get out of school in the afternoon and tear around the woods in his father's jeep. The movie never won an Oscar, but I did get an 'A' for it."

Doug went to college at the University of Wisconsin at Oshkosh, where he majored in speech and minored in English. There he met Chris Schroeder, whom he married three years later. They have one daughter, Allison, age 4, and have a second child on the way.

After graduation, Doug got a job teaching Speech and English at Clinton (Wis.) High School, about 30 miles away from Lake Geneva.

"One day, one of my students came up and said she had a note to get out of class that afternoon because she was going to be interviewed by People magazine. Her name was Heidi Gygax. I asked her why *People* wanted to interview her, and she told me that her father had invented the DUNGEONS & DRAGONS game. Well, I had heard of D&D, but didn't know that the designer lived so close to me. The next day, Heidi brought me a copy of the original D&D Basic Set, and two days later, I got some friends together and played my first game. I was the DM."

"I went on to run a thoroughly forgettable campaign over the next few years, but everybody had fun."

Doug didn't realize that this coincidence had changed his life. "A few years later, one of the players in my campaign, Gali Sanchez, started working for DRAGON magazine," Doug continued. "One day, he told me that TSR was hiring editors, and I applied for a job. I took the editing test, which consisted of a 14 page manuscript I was supposed to mark up. I only found three things to change. . . and flunked the test. But TSR was also hiring game designers, and so, armed with a half-written novel and some notes from my campaign, I applied for a design job. I went through five interviews, and gradually convinced them that I could do the job."

In January, 1982, Doug left his teaching job and came to work for TSR as a game designer. "For the first few weeks I reviewed and critiqued outside submissions, and I wasn't too good at it. I kept pestering my boss, Al Hammack, for a design assignment, and finally he gave me an old brief for a novice-level module, *Cult of the Reptile God,* and told me to write it. I completed it in four weeks, and it was published. I don't know whether they liked it because it was good, or because I did it in only four weeks."

"In the summer of 1982, I designed my first game, the Knight Hawks rules for the STAR FRONTIERS® game, with much help from my editor, Steve Winter."

In a crowd of extroverts, Doug's modest, unassuming personality makes him one of the best-liked people at TSR. "I feel extremely lucky to have had the chain of coincidences that brought me here," he said.

As an ex-teacher, Doug's advice to would-be designers is to pay attention in school and learn the fundamentals. "I was able to capitalize on the writing experience and classroom training I already had," he said. "Without it, I would have had a much harder time."

BIBLIOGRAPHY

N1 Against the Cult of the Reptile God
STAR FRONTIERS® Knight Hawks Rules
X3 Curse of Xanathon
B5 Horror on the Hill
DL2 Dragons of Flame
DL6 Dragons of Ice
DL9 Dragons of Deceit
DL11 Dragons of Glory
SF4 Mission to Alcazzar
SFKH1 Dramune Run
IJ2 Raiders of the Lost Ark
CM1 Test of the Warlords
AD&D® BATTLESYSTEM™ Supplement
H1 Bloodstone Pass
WORLD WAR II™ Game
SIROCCO™ Strategy Game (with Zeb Cook)
EQ #26 TARZAN® and the Well of Slaves
Super EQ #3 Escape From Castle Quarras

Profiles

BLASHFIELD BLACK

Jean Blashfield Black is Managing Editor of the TSR Book Department, editor of the DRAGONLANCE® book line, and an author of many books.

Jean was born in Madison, Wis.. and raised in Evanston, III. She has a B.A. in Experimental Psychology and English from the University of Michigan. She did graduate work in Science Education at the University of Chicago.

After graduating from college, she was hired by Wallace Black at Children's Press in Chicago, where she started working on a 20-volume science encyclopedia. Within a few months, she was promoted to Managing Editor, although she was only 21 years old. She handled all the editing and production, managed a staff of 20, and wrote a number of articles for the encyclopedia. The *Young People's Science Encyclopedia* was first published in 1962, and is still being published today.

Jean said, "The most exciting event of my professional career was the publishing of this first encyclopedia. With that job, I was ballooned into the mainstream of publishing before I had even known where I was heading. It was a thrilling, enriching experience — being with experts in their fields, top consultants from many walks of life, and enjoying the concepts of the varied artists. I think being involved with the compiling of a major reference work of any kind is a stirring (and exhausting) experience."

In 1964, Jean decided that she was ready for something new, so she took a job in London. "The logic of that move escapes me now, except there was no position in Chicago at the time that I was interested in, and the thought of moving to New York scared the wits out of me."

While she was in London, the first were published. They were a series of Gilbert and Sullivan operas retold for children, and had beautiful illustrations. They were published in the United States by Franklin Watts. "I also wrote a book on scientific experiments, and served as American consultant on several adult 'coffee table books,' one of which was a book of photographs by Lord Snowden, Princess Margaret's ex-husband," Jean said.

In 1967, Wallace Black, who had given Jean her first job, started his own company, New Horizons Publishers, and asked Jean to come back to Chicago as his editor-in-chief to create a 14-volume aviation and space encyclopedia. "It seemed like too good an opportunity to miss, so I left London and came back to the United States.

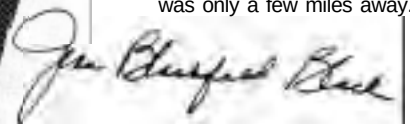
"It was quite a challenge overseeing the work on a science encyclopedia for high school students and adults. The science was much more involved than it had been on the earlier set, but there were a lot of benefits, too," Jean said. "The Air Force flew me to a number of special events, including the rollout of the C-5 aircraft where President Johnson spoke. I saw the launch of the first Saturn V rocket from Cape Kennedy, and I spent a lot of time in Washington, D.C."

Above and Beyond: The Encyclopedia of Aviation and Space Sciences was published in 1968. After that, Jean moved to Washington, D.C., and worked as a freelance editor and writer.

In 1976, Wallace Black came back into her life. He was widowed, and had come to Washington on business. "We got together for dinner one night," Jean said, "and three months later we were married."

The next year, the Blacks moved to Lake Geneva, Wis. Wallace and Jean have two children, a son, Winston, 8, and a daughter, Chandelle, 7.

One day a friend introduced her to Rose Estes, who wrote a number of the early ENDLESS QUEST® books for TSR. "I didn't know about TSR, even though it was only a few miles away.



I had heard of the DUNGEONS & DRAGONS game, of course, but I had no idea it was published in Wisconsin." Because of her exceptional background, she was hired as Education Editor, and worked with Jim (GAMMA WORLD) Ward to put together an education program. That job evolved into her current position as Managing Editor of the Book Department. She played a key role in the creation of the DRAGONLANCE books, and has written several books of her own.

"My career is reflected in my daughter Chandelle's name. In aviation, a chandelle describes a 180-degree climbing turn by an airplane. Ever since the publication of my first encyclopedia, my career has taken fascinating turns that present greater challenges," Jean said.

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GHOST TOWER (SUPER ENDLESS QUEST™ Book #2)
VILLAINS OF VOLTURNUS (ENDLESS QUEST® Book #8)

JEFF EASLEY

As you can see by his photograph, Jeff Easley is one of the more conservative dressers at TSR. "It was either the armor or my fly's head," Jeff said, recalling the immense fly head he wore to the office last Halloween, but I went with the more conservative look."

Jeff is actually one of the quieter and calmer people on the TSR creative staff (a wild and crazy bunch, to be sure). With his soft-spoken Kentucky drawl and gentle self-deprecating tone, you would never suspect the weird creatures and violent scenes that characterize his work.

Jeff's major projects for TSR have included virtually all the new AD&D® game's hardback book covers, including *Players Handbook, Dungeon Masters Guide, Monster Manual, Monster Manual II, Legends & Lore, Unearthed Arcana,* and *Oriental Adventures.* He also painted the BATTLESYSTEM™ cover, the revised GAMMA WORLD® cover, and lots of modules and ENDLESS QUEST® book covers. Currently, he's working on the cover for the new *Dungeoneers' Survival Guide* hardcover and the new DRAGONLANCE® Calendar cover, both due out in July.

In addition, Jeff is well-known as a sculptor and model maker. His Halloween costumes are always the hit of the company — ranging from the armor you see here to an amazingly realistic fly's head to an incredibly complicated robot costume. "One of my ambitions is to work in movie costuming or special effects," Jeff said.

Jeff was born in Nicholasville, Ky., in 1954. He drew a lot as a kid, primarily ghosts and monsters. "I watched lots of monster movies on the late show, and built every monster model kit I could get my hands on," he said.

His first oil painting was of Woody Woodpecker, which he did on a piece of notebook paper.

He went to high school in Nicholasville, and then to college at Murray State University in Murray, Ky. There he met and married his wife Cynthia. They now have three children, Casey (5 years old), Christopher (4 years old), and Cara (1 1/2 years old).

While in college, he and a friend produced an animated short subject, *Space.* They entered it in the Kentucky Educational Television Film Festival, and tied for runner-up. "Then we sent it off to have a duplicate made, but the lab lost it, and so it vanished. Oh, well, another summer down the drain," Jeff said.

Cynthia was an art major, too. "We met because we were taking the same art class," Jeff said. After they both graduated, Cynthia went on to graduate school while Jeff started working for a company that manufactured springs for oil seals. "That lasted about six months," he said.

When Cynthia finished with grad school, they moved to Massachusetts with some friends. It was there that Jeff began his career as a professional artist. "I did freelance work for Warren Publications, including covers and comic strips for *Creepy, Eerie,* and *Vampirella,* and for Marvel magazines, including covers for *Savage Sword of Conan* and *Bizarre Adventures.* But my real income came from my job at the Okey-Doke Popcorn Company. . . .

"I had met Larry Elmore through a mutual friend in Kentucky," Jeff continued. "When I heard that Larry was planning to leave Fort Knox to join TSR, I got in touch with him and discovered that there might be other job opportunities there. So I applied with TSR, got the job, and started here in March 1982. My first project was to paint gemstones on the spines of the first four ENDLESS QUEST® books, but it was definitely uphill from there."

"I guess my only advice for would-be artists is to keep practicing," he said. "It worked for me, anyway."

Jeff's hobbies include collecting science fiction-related toys, including robots, space guns, flying saucers, etc. He has also recently started a collection of old movie posters. His office (actually, just a drawing easel in the Artist's Bullpen) is filled with mementos of various costumes.

And there Jeff can be found every working day, his quiet demeanor contrasting strangely with the bizarre, demented images that people his work.

Profiles

RUTH HOYER

Ruth Hoyer is TSR's Art Director. She designs the overall "look" for all of our product lines, creates advertisements for DRAGON® Magazine, prepares catalogs that we send to trade buyers on our upcoming releases, and supervises our graphic designers and keyliners. "I really love graphic design," she says, "especially typography, logo design, and colors."

Ruth was born March 19, 1950, in Richland Center, Wis., which is northwest of Madison, but moved to Clinton, Wis., (just down the road from Lake Geneva) when she was three.

"My father taught chemistry and physics at Clinton High School," she said, "but was also interested in calligraphy and drawing. He was a big influence on me, and all through my childhood I could never decide whether I wanted to go into science or art.

"As a child, I did a lot of natural history illustration to combine my two interests, but found myself drawn more and more to typography, logos, and graphic design. By the time I got into junior high school," she continued, "I had gotten into advertising design. I took art classes from grade school all the way through high school, and entered a number of poster design contests. I always won first prize," she said.

She graduated from Craig High School in Janesville, Wis. "I didn't go to college right away," she said, "because I was pretty **burned out on schooling. Instead, I decided** to travel around the U.S. for a while, got married and then divorced, and finally decided I was ready to start college in 1976."

Ruth attended the University of Wisconsin at Whitewater, majoring in art with an emphasis in graphic design. "I always had a lot of different interests, though, so instead of going after a B.F.A. in Art, I took a general B.A. degree, and studied philosophy, Eastern religions, and anything else that interested me.

"One of my instructors, David Saylor, was a particular influence on me," Ruth said. "David was a graduate of the Pratt Institute of Design in New York, and he had a strong New York style — clean and functional. That appealed to me very much, and I found that our ideas about graphics had a lot in common."

Ruth graduated *magna cum laude* with a B.A. in Art. "I couldn't find a job for quite a while after I graduated," she said. "The graphic arts field is always crowded, and it's hard to get started. So, I did a lot of freelance and volunteer work to build my portfolio."

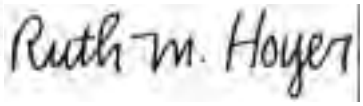
Her first job was with the Lane Blackbourne Gallery in Janesville, where she was a picture framer and art salesperson. "We mostly handled corporate art for office buildings. I would help choose the pieces, frame them and place them. It was interesting work, and I stayed there for about a year."

One of Ruth's girlfriends from school had a son who worked for TSR, which led to an interview with then-Art Director Jim Roslof, and a follow-up interview with Pat Price. "I was more interested in an advertising art job, but the opportunity was in TSR's Pre-Press department, so I joined the company as a Keyline Artist in 1982."

Keylining is the process by which type and art are pasted on boards to be sent out to the printer. It's a complex job, requiring a good eye, careful placement, and understanding of the effect the graphic designer is trying to convey.

After six months she was promoted to the position of Graphic Designer. "This was an exciting period in TSR's growth," Ruth said, "and I was delighted to help design a new look for the company's products."

During her first year at TSR she met and soon married Bill Hoyer, who at that time was Assistant Manager of the RPGA. He now works for the government in Milwaukee, and they live



in a suburb of Milwaukee with their three cats.

Ruth was promoted again in the fall of 1983 to Senior Designer, and then to Art Director in December 1985, when Ivor Janci left TSR.

"I love my work, because I get to design the look for an entire product line. I created the formats for DUNGEONS & DRAGONS®, STAR FRONTIERS®, the DRAGONLANCE® Legends novels, and the BOOT HILL® revision. Recently, I did the new department headers for AMAZING STORIES® magazine. Some of the individual products I'm most proud of are the 2001™ and 2010™ modules for STAR FRONTIERS®, the *Art of the DUNGEONS & DRAGONS® Fantasy Game* book, and the new AGENT 13™ novel series."

"My hobbies and interests include sleeping, which I don't do enough of since I became Art Director, gallery hopping, museum shows, and reading. I love to read, especially Mark Twain, Sartre, and books on Eastern religions. Recently, I've been getting interested in film animation. And I've still kept a strong interest in science," she said.

JEFF GRUBB

"I'm just your Friendly Neighborhood Game Designer," says Jaunty Jeff Grubb, fitting the red and black mask carefully over his face. "When I was first gifted with these awesome powers, I used them for personal gain. But when my Uncle Ben was killed by a falling copy of *Advanced Squad Leader,* and I knew I could have prevented it, I learned a lesson that will always remain with me: with great power comes great responsibility."

Jeff Grubb was born August 27, 1957, in Pittsburgh, Pennsylvania. His parents were both school teachers, which caused problems.

"You can't very well tell your parents that so-and-so is a lousy teacher when your father plays golf with him," he said.

While in high school, Jeff discovered an interest that was to prove a major influence in his life . . . games. "I started with Avalon Hill wargames," he said, "and got into SPI™ games later. Some of my favorites were *Panzerblitz, Blitzkrieg,* and *Frigate."*

High school was also the scene of another fateful meeting . . . with the woman he was later to marry, author Kate Novak. "She came up to me in the hall one day and announced, 'Your father is Mr. Grubb the teacher!' Of course, I already knew that."

In 1975, Jeff graduated high school. "I was an A and B student. You really had to be if your parents were teachers. I got a C once, which was disastrous." Jeff was also an Eagle Scout. "My best subjects were math, science, and English," Jeff said, "and I wanted to be a writer. But my parents and I both felt that writers generally starve, so instead I went to Purdue University to major in engineering."

In college, Jeff got involved in the comedy show on campus radio, and worked on the student newspaper. During his first year, he got involved with the *Greyhawk™* supplement to the D&D® game, which had just come out. "I first saw D&D being played in the corner of a war-gaming club. These people were sitting in the corner rolling dice and screaming, but there wasn't any board. I went over to ask someone what was going on, but one of the guys yelled, 'We need a cleric!', handed me 3d6, and it was all downhill from there."

He went to his first GEN CON® Convention shortly after he began playing. "I had a friend who had a house right on Lake Geneva, so the lodging was free. And it was the weekend before school started, so I figured, why not go?"

Jeff began to Dungeon Master his own campaign, Toril, the same year. "The gods of the DRAGONLANCE® world originally came from my personal campaign."

When he came back to Pittsburgh, he brought his D&D® game with him, believing it to be a great way to meet girls. That summer, he talked Kate Novak into joining his campaign, and they began dating, which led to their marriage in 1983.

He graduated college in 1979, with a Bachelor's degree in Civil Engineering, and went to work as an engineer designing air pollution equipment. "It was a glorified vacuum cleaner on stilts," he said.

"I had been volunteered by a friend of mine to write the AD&D® Open for GEN CON one year, and I ended up coordinating the tournament. On the strength of that, I applied for a job with TSR as a game designer, and called every week pestering them for a job. I came up here for a wedding of some friends, and dropped into the TSR Personnel Office. The hiring manager called Al Hammack, who was then Director of Design, to see if he wanted to see me. Al said, 'Oh, what the heck, hire him,' and I joined the company in July 1982."

"My first big project was serving as design consultant for Monster Manual II, and right after that, I started the MARVEL SUPER HEROES game. When I was in college, I ran a homemade super hero campaign called the Junior Achievers, with super heroes like the Scientific Swami, the Crimson Ran, and the ever-popular B.M.O.C. So, when the MARVEL game was up for grabs, I grabbed it."

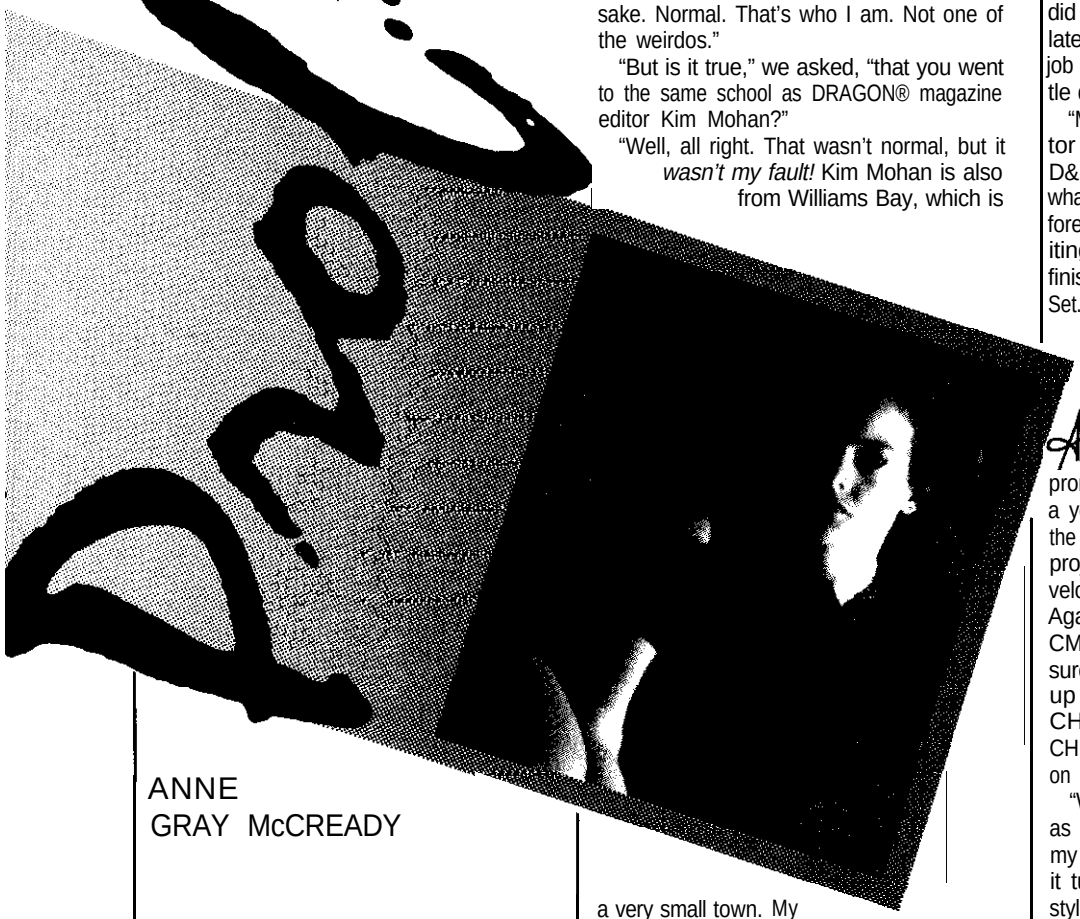
"I worked on MARVEL with top editor Steve Winter, then kept on as project coordinator for the line. I also served on the DRAGONLANCE design team. In addition to the gods, I created Fritz and Macques, the Percheron, and Raistlin's hourglass eyes. I think DL7 is my best work to date."

After the MARVEL Advanced Set, Jeff's next major project is a new AD&D® hardcover, due out next year.

DESIGN CREDITS

BH4 Burned Bush Wells
M2 Maze of the Riddling Minotaur
AD&D Monster Manual II (consultant)
MARVEL SUPER HEROES game
(and modules too numerous to list)
DL7 Dragons of Light
AD&D Unearthed Arcana (consultant)
MARVEL SUPER HEROES
Advanced Set

Profiles



ANNE GRAY McCREADY

"Oh, do I really have to do this?" Anne said, when the TSR PROFILES interviewer entered her office. "I'm basically a normal person, unlike all these other people. I didn't wake Gary up by pounding on his door like Jon Pickens, I don't collect Japanese robots like Zeb Cook (even though I have a model of King Kong climbing the Empire State Building on my desk), or anything!"

We assured Anne that yes, indeed, it was her turn to bare her soul to the readership of DRAGON® magazine, and threatened to reveal that she had served as a model for the TSR art department. She blushed, and consented to be interviewed.

"If you're so normal," we asked, "what is a plastic bust of Mr. T doing on your desk?"

"That's not mine!" she said emphatically. "Well . . . it *is* mine, but it was a gift from somebody else. I didn't buy it. The rest of the staff is strange. I am normal. Normal. Get it?"

"I was born July 7, 1960, in Williams Bay, Wisconsin," she continued. "I had a normal childhood. . . . I was the school spelling bee champion three times in a row. I guess that was the earliest indication that I had the talent to be an editor. I was in the National Honor Society. I was in the chorus, and in the band (I played flute), and in the Pep Club. I was on the newspaper staff — another indication of my editorial inclinations. I was a member of the Student Council. I was even a cheerleader, for goodness sake. Normal. That's who I am. Not one of the weirdos."

"But is it true," we asked, "that you went to the same school as DRAGON® magazine editor Kim Mohan?"

"Well, all right. That wasn't normal, but it *wasn't my fault!* Kim Mohan is also from Williams Bay, which is a very small town. My dad was one of his teachers, and his sister was my babysitter when I was a child. But I didn't really know him, so it doesn't count. Every small town has someone abnormal, and Kim was it. Not me! I was completely, absolutely, positively normal. I played sports, like basketball and volleyball and softball. I even went on a concert tour of Europe for a month. Now, is that normal, or what?"

"When I graduated from high school," Anne continued, "I went to the University of Wisconsin at Whitewater, and started out majoring in biology. At that time I wanted to become a dentist, so I could inflict pain and suffering on little children and hear their screams and . . . Excuse me. I didn't really mean that. I'm really a nice, sweet, person. And normal. Definitely normal.

"That major lasted a year, then I decided I didn't want to stay in school for the next eight years, so I switched to Marketing — a nice, normal, easy, practical major.

"Marketing lasted another year, then I realized that English was an even easier major — so I kept Marketing as my minor and changed majors again, and finally got a B.A. in English in 1982.

"My first job after college was working at a printing company, where I keylined ads, business cards, and menus, and got interested in graphic design.

"I applied for a nice, normal job at TSR, as an Administrative Assistant with TSR's International Division, but I didn't get it. I did keep in touch with the company, and later that year I got another interview for a job as a Copy Editor. . . and I was hired. Little did I know . . .

"My first real assignment as a Copy Editor was to edit the revised edition of the D&D® Basic Set. I swear, I hardly knew what the D&D game was about. . . . and before I knew it, I was stuck with the job of editing boxed set after boxed set, finally finishing with this year's D&D Immortals Set.

"I suppose that's really where I started to go wrong. I was promoted to full editor after a year, and handled the D&D line, the PARTYZONE™ games, and lots of other projects. I even started to design and develop projects of my own — CB2 CONAN® Against Darkness, X9 Savage Coast, and CM5 Mystery of the Snow Pearls. Well, sure, that's not exactly normal, but I made up for it by designing the ALL MY CHILDREN™ game and the CROSS-CHECK™ game last year. Now, I'm working on RS1, RED SONJA™ Unconquered.

Anne Gray McCready

"With game designing and a carefree life as a bachelorette in exciting Lake Geneva, my life had become a little less normal, but it turned around. In classic matchmaking style, my mother and one of her friends set me up with a date with Ben McCready just after Christmas 1984, and we were married the week before GEN CON. This year, I'll be spending my wedding anniversary at GEN CON, and I hope you appreciate it."

We assured Anne that yes, we appreciated it, and asked her if she had any normal advice for our readers.

"Well, yes," she said. "Learn how to type. It is the most important single skill you can have, no matter what field you are in."

"Is that all?" we asked.

"Oh, yes," Anne added. "Seat belts save lives."

KEITH PARKINSON

This characteristic photograph of Keith Parkinson, TSR Staff Artist, shows him in his secret identity as the mysterious Lake Geneva Monster, menacing the hordes tourists that descend on this usually quiet resort town each summer. "Flatlanders go home!" he shouts, brandishing his huge sword.

Activating the size control on belt, the man-mountain reduces height from six hundred feet to six feet, and agrees to talk with TSR PROFILES.

"I was born in West Covina, California, on October 22, 1958," Keith began, "but moved around a lot.

Parkinson

My father was working his way up the corporate ladder with GMAC, so we moved to San Diego, New York, Miami, and Lansing, Michigan, all before I graduated high school.

"As a kid, I was in love with spaceships. I collected posters and did lots of spaceship drawings. But when I was twelve years old, my interest in art took a back seat to music. Much to my parents' chagrin, I bought a drum set with hard-earned money from mowing lawns, and took several years of drum lessons.

"I got involved with a rock & roll band in high school, and played semi-professionally all the way through high school and into college. For several years, my band toured on weekends. We were into heavy metal, and played stuff by Blue Oyster Cult, Rush, Led Zeppelin, and other heavy metal monster groups.

"On one weekend gig, I met my future wife, Mary, who is now the DRAGON Magazine Advertising Coordinator. We have a son, Nicholas, who is 21 months old, and a dog, named Sluggo."

Keith was also a dyed-in-the-wool science fiction fan. "I guess I've read everything by Heinlein and frank Herbert, and most other mainstream SF authors. I didn't ever read much fantasy, though, except for *Lord of the Rings,* which I loved."

During his last year in high school, he was invited by an art teacher to join a college credit art course. "I had just discovered Frank Frazetta, and was already a big fan of Roger Dean from his Yes album covers. Frazetta in particular is a big influence on my work. . . but I guess he is for every fantasy artist."

Keith went to Michigan State University for a year, studying art. "I thought their act curriculum was the pits, so I left to study commercial art at the Kendall School of Design in Grand Rapids. I personally recommend commercial art schools over university study if you want to be an illustrator. And I wanted to be an illustrator rather than a 'fine artist.'

"I was torn between art and music as a career, and didn't make up my mind until my last year in school. The band wasn't great by any means, but we were nearing the adequate mark. But I felt some responsibility to my father, who had paid for my education, which I appreciated (and still do), and they worked hard to persuade me that art was a better choice. The real consideration, however, was that as a drummer I wasn't in control musically, and as an illustrator, I was much more in control of my work. So I went with art, and in hindsight, I'm very glad.

"I did freelance work in Chicago for nine months while looking for a job. I also sold stereos — there's a lot of money in sales! But one day I got a response to a blind newspaper ad, and got a job as a fantasy illustrator with a company that did artwork for pinball machines and video games. Some of the games I worked on were *Jungle King, Tron, Iron Maiden, Viper,* and *Krull.*

"One of the guys in the camera room was a D&D player, and got me into the game. The first night I played a ranger in *B1, Keep on the Borderlands,* and I was hooked. We played every week.

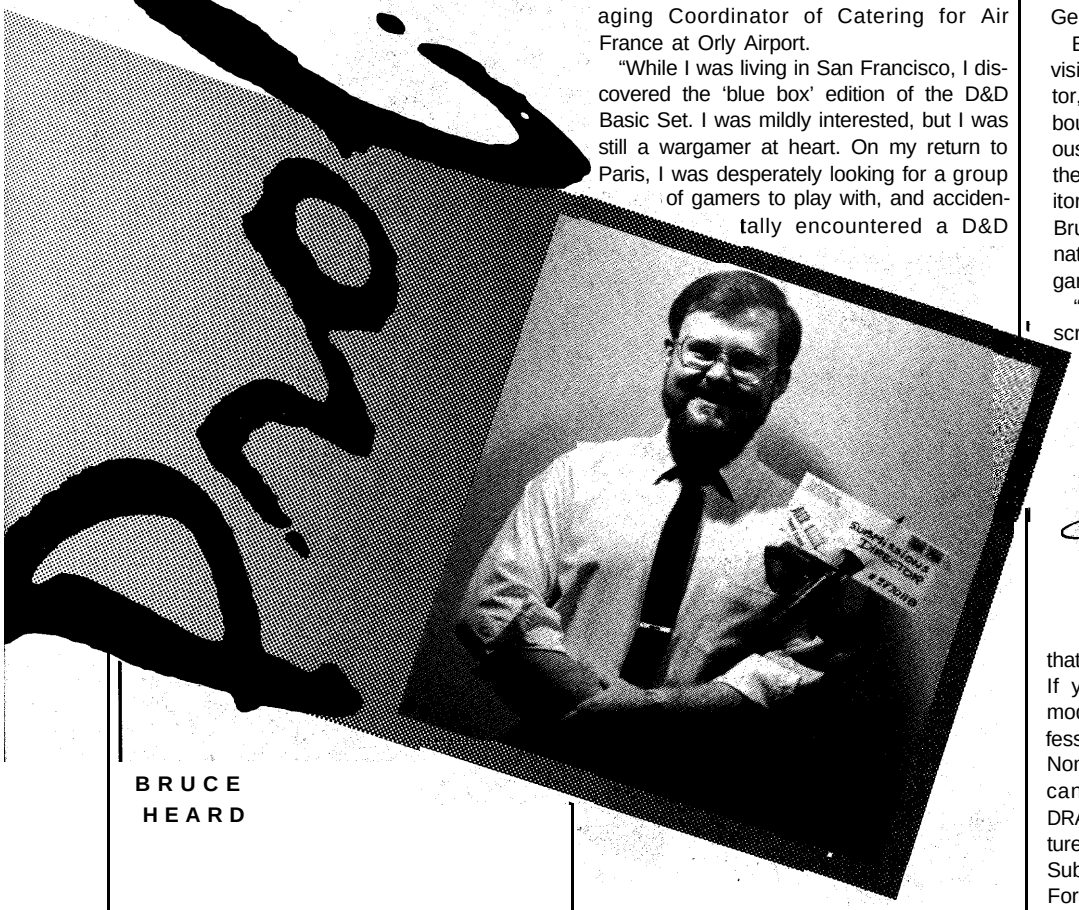
"I didn't like a lot of the art I saw on D&D game products, and the company was in Lake Geneva, just over the border, so I drove up one day to see if I could do some freelance work.

Elmore, Jeff Easley, and Tim Truman had all just joined the company, and the art they were working on was fantastic. It really blew my mind. Jim Roslof, who was the Art Director, hinted that I could join the staff full-time, but I missed the hint. A few days later, I called him about a job, and he had just hired somebody else the day before, but he'd keep me in mind. The next day, he called back, and had an opening. I joined the TSR staff in November 1982."

Keith's advice to would-be illustrators is: "If you don't love it, don't get into it. It's hard, constant work, and you don't get a lot of sleep. Don't be frustrated by what people tell you about your work, but also listen to serious criticism. One other thing: dress the part. If you want to be taken seriously as a professional, dress like one. It's easier to get in wearing a suit than blue jeans.

"Once you're in, though, it's a different story. . ."

Profiles



BRUCE HEARD

"When I first moved from Paris to Lake Geneva, I was prepared for all the French jokes," says Bruce Heard, our Games Acquisitions Coordinator. "On my first day, I hung a picture of a frog outside my cubicle door, and captioned it 'FROGGYLANCE™'."

Bruce was born in Nice, France, on March 9, 1957. His father was a U. S. Navy officer, and his mother French, and so Bruce is a citizen of both France and the United States. "I grew up in France, England, Morocco, Washington, DC, and Dallas, all before I started school. I speak French, English, Spanish, Portuguese, and a little German," he said.

He returned to Nice for his education, and graduated from the *Lycee* (high school) in 1977. "I got passionately interested in wargames when I was attending the Lycee," Bruce said, "primarily in Avalon Hill games like *Kriegspiel, Luftwaffe, Third Reich,* and *Panzer Leader* — the classics. There were, of course, no French editions of these games at the time, so we all had to learn the American versions.

"I loved to travel," Bruce continued, "so when I graduated, I decided to study hotel management at the *Ecole Hoteliere de Nice,* where I earned my *Brevet de Technicien d'Hotelierie.* My first job was as a Concierge with Loewe's Hotel in Monte Carlo, and after a year I became Concierge at the Embarcadero Center in San Francisco. After that, I returned to France, and became Managing Coordinator of Catering for Air France at Orly Airport.

"While I was living in San Francisco, I discovered the 'blue box' edition of the D&D Basic Set. I was mildly interested, but I was still a wargamer at heart. On my return to Paris, I was desperately looking for a group of gamers to play with, and accidentally encountered a D&D beginning of my long slide into role-pjaying. . . .

"I started writing articles on D&D and AD&D for a French gaming magazine, and there learned that TSR was looking for a translator to translate the games into French. Well, I spoke and wrote both languages, and I knew the games, so I wrote a letter to Gary Gygax. By a coincidence, he was just about to come to Paris on business, and so we set up a meeting. I must have done OK, because he offered me the job."

At first, Bruce did his translation work in Nice. There, he met his future wife, Beatrice, on a hiking trip with a group of D&D players. "She wasn't a player at first, but she became one real fast," Bruce said.

After a few months, TSR decided to move the translating job to the home office in Lake Geneva, and Bruce packed up to come back to the U. S. "I moved from a mild Mediterranean climate to a frigid Wisconsin February," Bruce said, "but oddly enough, I liked it a lot, and immediately became an inveterate snowmobiler." Six months after he moved to Lake Geneva, Beatrice joined him, and they were married.

For two years, Bruce worked as a translator. The French editions of D&D Basic and Expert, B1 through B7, X1 through X5, STAR FRONTIERS, and SF0 through SF4 are all Bruce's work. He also coordinated outside translators who turned the games into German, Italian, and Spanish.

Bruce then transferred to the Games Division in July 1985 as an Acquisitions Editor, working with Jon Pickens. At first, he bought D&D and AD&D modules from various outside designers, then expanded into the full line. When Jon was promoted to Editor of STRATEGY & TACTICS® Magazine, Bruce became Games Acquisitions Coordinator, and is now in charge of buying all game products.

"Please don't deluge me with manuscripts," he begged. "We have very strict requirements and standards, and we can't review everything that people want to send us.

If you want to design games or modules for TSR, you must have been professionally published somewhere else first. Non-game material, fiction, articles, etc., can qualify. So can selling articles to DRAGON Magazine and DUNGEON Adventures Magazine. If you qualify, write for a Submissions Package and our Disclosure Forms first. If you send us something without a Disclosure Form, it will be returned unopened and unread. I wish we could take the time to read and comment on everybody's work, but we can't. We used to get 800 manuscripts a year, and that took up a huge amount of time."

In the meantime, Bruce has been doing some game design, including CM7, *Tree of Life; M1, into the Maelstrom;* and co-authorship of *DL12, Dragons of Faith.*

"The rumors about me sadistically destroying game designers with a battleaxe is totally untrue," he adds. "Well, mostly untrue. . . ."

ROGAR
of MOORIA

Profiles

Roger E. Moore

The product of intense scientific experimentation, Roger E. Moore was mutated from the cells of an Idaho potato on July 11, 1955, in a small and highly secretive laboratory in Winchester, KY. The last of the Rogar of Mooria series, Roger has proven himself one of the moore successful models of an antiquated line. "Clones or no clones," says Roger, "originality is the sum total of a man's thinking or his writing. I think Isaac Bashevis Singer said that."

After spending the early part of his childhood moving around Kentucky, Roger's family eventually settled down outside of Louisville (mispronounced "LOO a vul"). During his years at Fern Creek High School, Roger proved himself a child prodigy and garnered a mild degree of local fame. "I was one of the first people to get our U of L computer linkup to print out Playboy centerfolds," claims Roger.

Seeking to explore strange new worlds, Roger entered the University of Kentucky, where he majored in *Starship Troopers,* StarForce, and other science-fiction games. Midway through his college career, Roger changed his major from Astronomy to Psychology, and married fellow student Georgia Skowlund. After a mishap in which he was mistaken for an Abnormal Psych specimen, Roger graduated from college and joined the Army to better apply his talents as a Mental Health Counselor.

"The place I worked at in West Germany was a combination mental-health clinic/pizza parlor/ham radio shack and library," muses Roger. "It was once a panzer barracks, too. I was quite bored, so I started writing articles for DRAGON® Magazine. I gamed heavily and met some other gamers who now write or work for magazines." Following a number of submissions to DRAGON Magazine, Roger became a Contributing Editor. "I had a lot of time to write at work, mostly when clients were too busy to show up for appointments. I did articles on the D&D®, AD&D®, and TRAVELLER® games —just about anything I could find." During his five-year tour of duty at Ft. Bragg, N.C. and Mannheim, West Germany, Roger received the Army Commendation Medal and other awards.

After three years of duty in Mannheim, Roger returned to the U. of Louisville to work toward a Ph.D. in Experimental Psychology (a degree most of his present coworkers feel should have been conferred purely on the basis of personal experience). "I wanted to work with the space program as a human-factors engineer," says Roger. "After awhile, I realized that wasn't what I wanted, so I called up Kim Mohan and asked if he needed any help on his staff." Thereafter, Roger was hired to the position of Editorial Spud in the spring of 1983: a position held in high esteem at TSR, Inc.

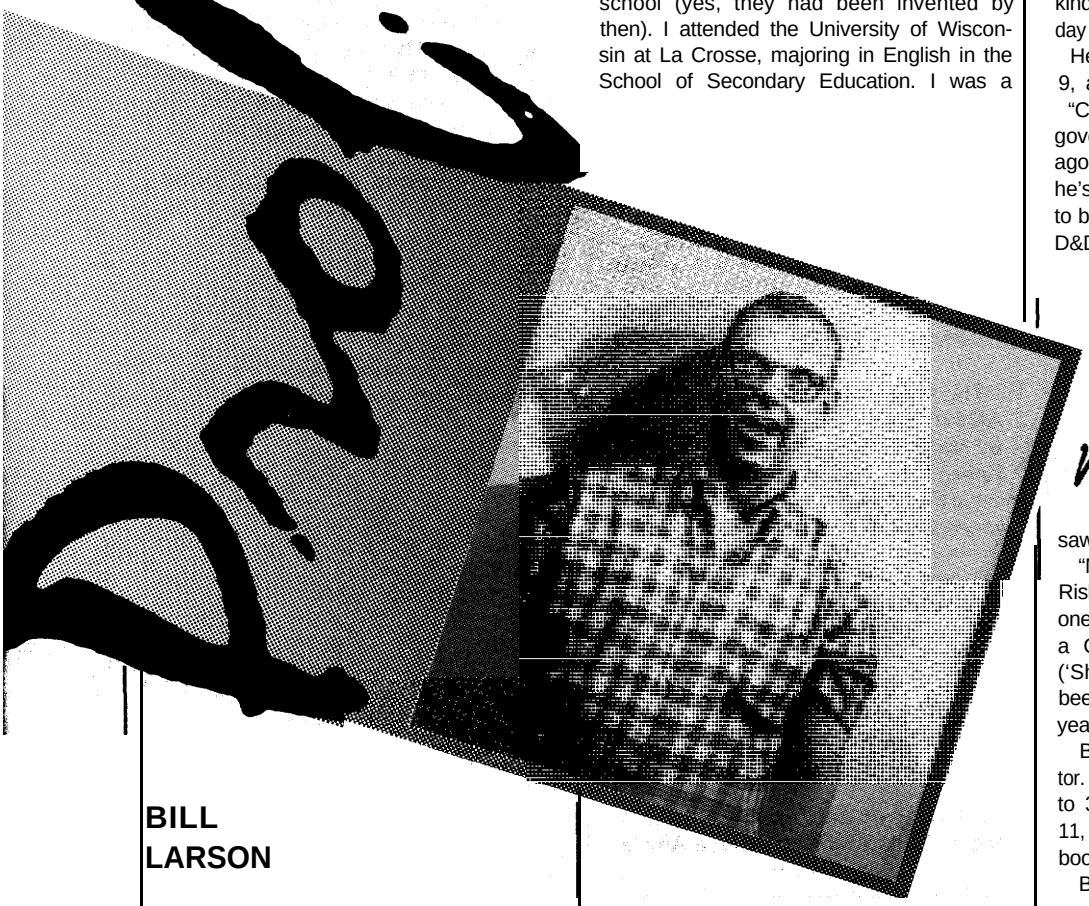
"I lerned alot from Pat Price an Kim Mohan an picked up the majorty of my edditing skills from them an learnd to pay more attension to grammer and speling then I used too pay to," he says now.

Over the next few years, Roger wrote consistently for DRAGON Magazine, publishing a wide variety of articles on almost every game topic imaginable. (Roger's credits are far too voluminous to list in this brief space). In August of this year, Roger began editing DUNGEON™ Adventures for TSR — a bi-monthly periodical which specializes in D&D and AD&D game modules. Earlier this month, with the resignation of Kim Mohan, Roger was promoted to Editor-in-Chief of DRAGON Magazine — a position he is expected to fill quite easily.

Writing, however, is not the only focus of Roger's life. "My favorite memory at TSR was the ELFStrike Watergun Massacre of all the game designers and editors in 1985, which I designed and coordinated, but without a doubt, the favorite event of my life has been the birth of 'J-Boy' — my son, John Michael, now a feisty 16 months old."

As a final note to Roger's successful career, Bozoid Clones, Inc. has agreed to reinstate the line it discontinued back in 1955. Can licensed Roger Moore® dolls, games, and t-shirts be far behind?

Profiles



BILL LARSON

Bill "Grampa" Larson, a voice from the recent Stone Age, is TSR's token "senior" citizen.

"Wait just a minute! I'm not that old," interrupted Bill. "All right, I was born in 1938, but that's still in modern times. There were already electric lights, telephones, and flush toilets, though few people had refrigerators yet. I used to sneak out of bed to listen to 'Inner Sanctum' and, 'I Love A Mystery' on the radio.

"But I'm *not* old!"

Bill grew up in LaCrosse, Wisconsin, midway between the bluffs and the Mississippi River. "A great place to grow up," he said. "We used to play hooky and go up on the bluffs or hang out by the river."

When he was three, he was hit by a car and had his front teeth knocked out. "As I was having convulsions in my father's arms, a neighborhood kid came over and asked for the teeth for his collection," he reminisced.

"I walked to school every day from grade school through college, through rain, mud, and snow. You young whippersnappers have it easy; you don't know what it's like to have to start fires by rubbing two sticks together. Why, as I once told George Washington at Valley Forge...

"I played football and basketball in high school (yes, they had been invented by then). I attended the University of Wisconsin at La Crosse, majoring in English in the School of Secondary Education. I was a member of Lambda Tau Gamma, better known as the drinking frat...

"After college, I taught high school English for four years, then wised up and left education. I got a job with Western Publishing Company, in Racine, Wisconsin, which is the ration's largest publisher of juvenile books, games, and activity books. They did Golden Books, Big Little Books, Dell Comics, Whitman Books, and many other lines. I was the editor of the TRIXIE BELDEN MYSTERY SERIES for fifteen years, through nineteen books—it was the second largest girls' series in the country. I even started to think like Trixie after a while...it was downright spooky!"

Right after college, Bill married Karen Nelsestven (pronounce *that* if you can), a first grade teacher. "She went backward in her career: first she taught first grade, then kindergarten, and now she's director of a day care center?

He has three children, Chris, 24, Andy, 9, and Dan, 17.

"Chris is an accountant with the state government. Andy is studying art in Chiago. Dan is now a senior in high school; he's a state champion power lifter. He used to be a D&D player, and once ran a 24-hour D&D marathon game at our house. I never

William A. Larson

saw so much pizza eaten in my life!

"My taste runs more toward games like Risk, Monopoly, and Scrabble. I've only lost one Scrabble game in ten years. I also play a German card game called *Shafskoph* ('Sheepshead') every other week. We've been playing with the same group for 25 years."

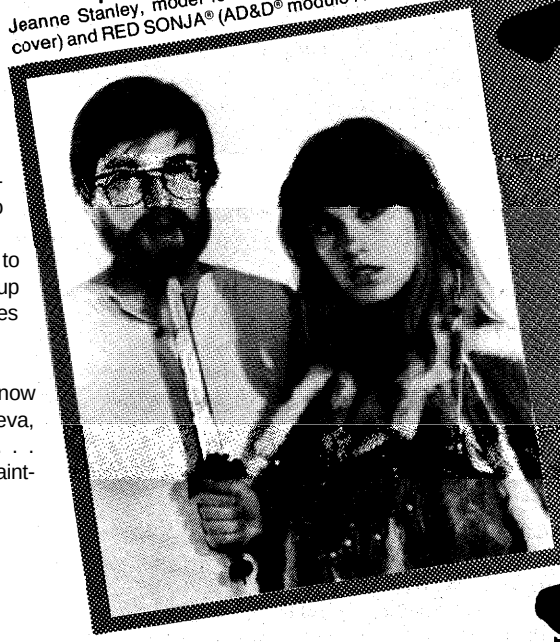
Bill came to TSR in 1983 as a Book Editor. He's edited ENDLESS QUEST® Books 7 to 36, AD&D® Adventure Gamebooks 1 to 11, all the MARVEL SUPER HEROES Gamebooks, and many more.

Bill is known as a very literal-minded man. Once, his brother-in-law told him to jump in the lake, and he did. Bill is also a magnet for psychic phenomena. "I once went over to an unabridged dictionary on a stand to look up a word, and suddenly the pages started riffling-and the page that it stopped at was the one with the word I wanted on it!"

We asked Bill if he had any good advice for the readership of DRAGON® magazine. He looked thoughtful for a minute, as he sifted through his many years of experience, then brightened. "The best advice I can give anyone is Alfred Hitchcock's lifelong credo: Stay out of jail."

TSR Profiles

CLYDE CALDWELL



Jeanne Stanley, model for Alerelean (DRAGON® issue #94 cover) and RED SONJA® (AD&D® module RS-1), and an artist.

February 20, 1948: Clyde Caldwell, of Gastonia, North Carolina, is born. Unable to hold a pencil in his hand, he is forced to mentally plan his life's work.

February 20, 1950: Clyde is able to hold a pencil to draw. He looks up briefly to blow out the two candles on his birthday cake. He then resumes drawing.

November 20, 1986: Clyde is now working for TSR, Inc., in Lake Geneva, Wisconsin. Clyde is still drawing . . . and painting and drawing and painting and drawing.

Some artists accidentally discover their latent talents for art at an early age. Clyde is no exception, but it was not an accident. This single-minded artist grew up to be exactly what he had planned to be. "Actually, I became an artist sort of by default," he says drawing out his words with the vestiges of his southern accent still apparent. "I couldn't do anything else! I was into music for awhile. I played the guitar for a local band. I also enjoyed writing both stories and songs. But drawing and painting were the easiest for me."

Clyde became interested in painting fantasy and science-fiction art in junior high school. "My biggest influences back then were the covers of the Edgar Rice Burroughs books. I wanted to paint pictures like those covers. My parents had always encouraged me in my artwork, but they didn't understand why I was painting science fiction. They wanted me to paint landscapes and still lifes." Nevertheless, Clyde persisted.

Clyde persisted through Gaston Community College, where he started his formal art education. He persisted through a fine-arts degree from the University of North Carolina in Charlotte. And he persisted through a Masters of Fine Arts degree from the University of North Carolina at Greensboro. "I thought I might become a teacher, so I figured the masters degree was a good idea. When I started doing some fanzine work, that idea was shot."

After college, Clyde worked for a newspaper, the *Charlotte Observer,* as an illustrator. After that, he worked in an advertising agency as an illustrator and art director. He then decided to become a freelance artist. For seven years, Clyde worked on various freelance projects. One he is particularly proud of is a series of paintings based on the Barsoom novels, which he did for *Heavy Metal* Magazine.

During this time, Clyde did frequent work for DRAGON® Magazine, mostly in the form of covers for the publication. "I was offered a job three different times by TSR, Inc., when I was freelancing. Finally, the third time, I decided to come up to Wisconsin to meet the people I was working with long distance, whom I might eventually be working with face-to-face if I accepted the position. I really liked the company and the people, so I agreed that day to work for them." Back in North Carolina, preparing for his move, Clyde was teased by his family. "My going to Wisconsin was a joke. My parents thought it was funny that I was moving to a climate that was cold and snowy. After all, I had lived in North Carolina my whole life. I had no idea what I was in for in Wisconsin"

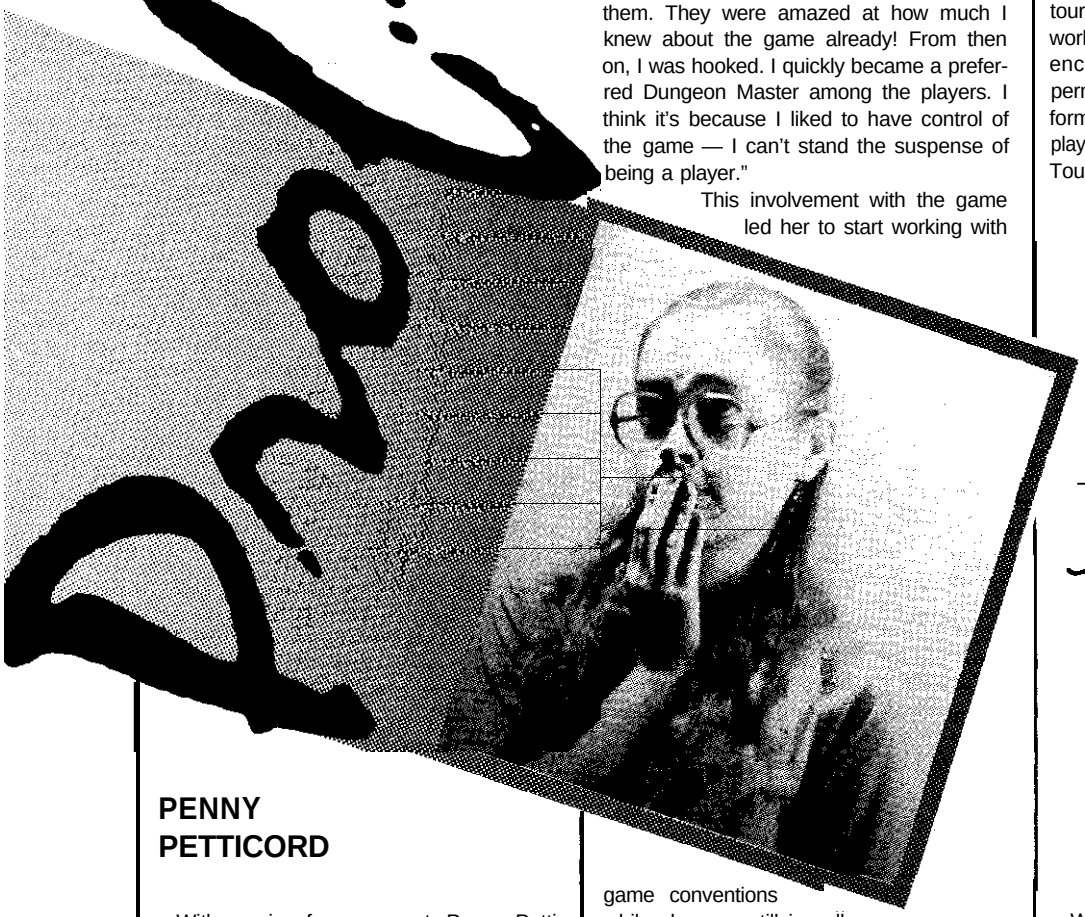
So, not surprisingly, we find Clyde once again painting and illustrating to earn his living. Clyde even does painting and illustrating in his free time. "OK, I also like to read, listen to music, and catch an occasional movie, but I really do enjoy doing my artwork."

Clyde's most recent work includes the covers for the GREYHAWK™ Adventures novels, three paintings for the 1985 DRAGONLANCE® Calendar, three paintings for the 1986 AMAZING® Stories Calendar, plus the cover and three interior paintings for the newly-released 1987 DRAGONLANCE Legends Calendar. He also takes great pride in his DRAGONLANCE module covers. Rapidly becoming one of the top fantasy artists in the country, Clyde has also won numerous awards at several top conventions.

When asked if he had any advice for young artists, Clyde sat back and thought for a minute. "I hesitate to really encourage people to go into painting or illustrating as a profession. There's a lot of competition and hard work involved. I do get a lot of satisfaction from my work, though."

Exactly how he had planned it.

Profiles



Penny Petticord

PENNY PETTICORD

With a grin of amusement, Penny Petticord began the task of getting through this interview. "I'm doing this under protest. I had to be ambushed and hog-tied. Will you let me go before it hurts too much?" After being assured that the interview was painless, despite being dragged from her office, Penny finally consented to reveal some facts about her life that have remained unknown even to those who work with her.

On July 2, 1958, Akron, Ohio received a new resident. Essentially an only child (her brother and sister are much older), Penny did not waste much time with the trivial pursuits of childhood. Grade school was a snap for her, "so I skipped second grade. I decided to finish off my high school career in three years, and graduated when I was 15 years old." Her next stop was the University of Akron, where she majored in both chemistry and Russian, receiving a bachelor's degree in both subjects.

As busy as she was, however, Penny did find time for other activities besides studying. Enter the DUNGEONS & DRAGONS® game. "In college, I was introduced to the game by a boyfriend who met with a regular group. I was immediately intrigued by the game, but I just watched and knitted at first instead of playing. Then, without telling anyone, I went out and bought all the DUNGEONS & DRAGONS game books I could find and studied them. The next time the gaming group met, I was ready for them. They were amazed at how much I knew about the game already! From then on, I was hooked. I quickly became a preferred Dungeon Master among the players. I think it's because I liked to have control of the game — I can't stand the suspense of being a player."

This involvement with the game led her to start working with game conventions while she was still in college. Starting with the smaller conventions, she worked her way up to the larger ones. In 1982, TSR, Inc., was given the responsibility for the GEN CON® East II convention. Penny was there in an administrative position, helping to create a successful game convention. There, she also became acquainted with several people from TSR, Inc., and decided to apply for the position of RPGA™ Network coordinator. At the time, the person in charge of hiring didn't think she was the best candidate for the job. "I didn't get it," she says with a smile.

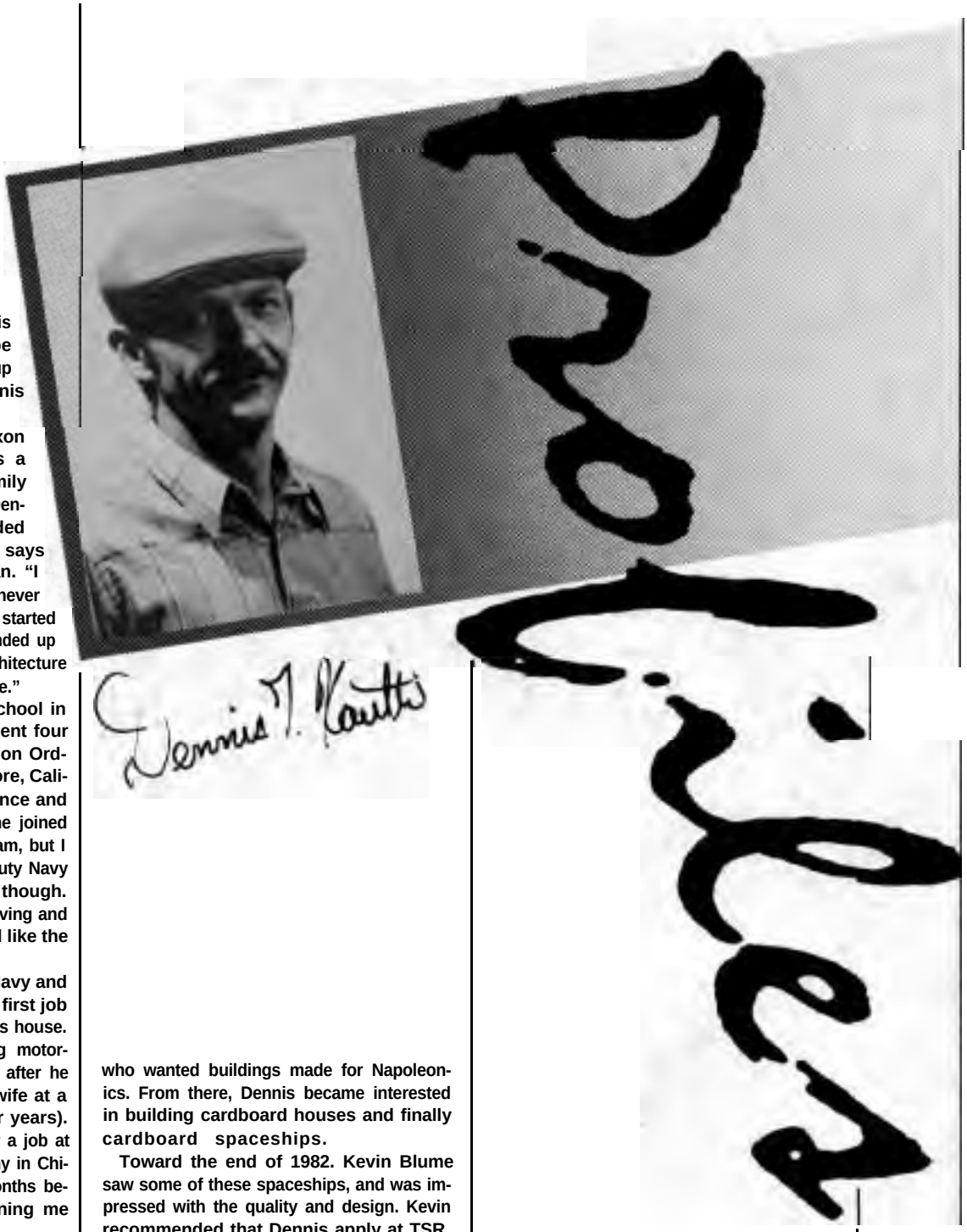
After college, Penny had trouble finding work in her field. Industry in Ohio at the time was depressed, so she accepted a position at the University of Akron as a student assistant. Her job was to help synthesize a potential new rocket fuel for cruise missiles. During this time, Penny continued to work with conventions. And, because of suggestions by friends from TSR, Inc., "I applied again at TSR for a position that I did get — as a games questions expert."

Part of Penny's duties when she arrived here were to write a column called "Dispel Confusion" for POLYHEDRON™ Newszine. Now, she edits the whole magazine, in addition to her duties as the administrator of the RPGA Network. Penny also has tackled tournament programing, revamping it to be more useful for conventions requesting a tournament sanctioned by the RPGA Network. She also introduced a new experience-point system which establishes a permanent record of how well players perform in tournaments. With enough points, players can participate in the RPGA Masters Tournament.

With this all-consuming schedule of work, Penny still has time for other activities. "I love birds. Right now I have a red-faced parrot named Shame." She enjoys knitting and needlework, and occasionally likes to swim. "Because of the conventions I've attended, I've been able to swim in the Atlantic and Pacific oceans, and the Gulf of Mexico — all in one year!"

It seems that Lake Geneva is no longer adequate for this convention-goer. Penny plans to attend several conventions in the coming year, and hopes to meet and talk with many more avid fans of the game.

DENNIS KAUTH



Dennis Kauth, one of TSR's talented graphic designers, has had an interesting life so far, and his future looks no less interesting. Born March 26, 1951, in Chicago, Dennis first recalls that he wanted to be Lloyd. Bridges. "But then I grew up and discovered I was just Dennis Kauth."

He attended William Penn Nixon Grammar School in Chicago as a child, and then he and his family moved to Glenview, Illinois when Dennis was 14 years old. He attended Main East High School, where he says his training in architecture began. "I loved art all through school, but I never thought I could become an artist. I started taking drafting in high school and ended up with seven years of training for architecture by the time I was done with college."

Dennis graduated from high school in 1969 and joined the Navy. He spent four years in the Navy with the Aviation Ordnance Team at the base in Lemoore, California. He. was involved in ordnance and troubleshooting jet aircraft. After he joined the Navy, he "put in to go to Vietnam, but I was refused." Settling for regular-duty Navy was not a bad choice for Dennis, though. He had always had an interest in diving and water activities, and "this seemed like the thing to do."

In 1974, Dennis got out of the Navy and had to start looking for work. His first job was driving a truck for a motor parts house. His developing interest in building motorcycles led him to this job. Shortly after he started the job, he met his first wife at a party (they were married for four years). "Right after I met her, I applied for a job at Inland Broaching and Tool Company in Chicago. That job lasted only four months because the person who was training me died."

Dennis then tried his hand in the stainless-steel industry (which would prove to be home for him for many years). His first job in the industry was with the Stanley Knight Company as a blueprint boy. "Three months later, I was an engineer!" Dennis says with amazement. "I hung around with one of the engineers who started to teach me what I needed to know about the position. When he decided to leave the company, he recommended that I fill his position."

For eight years, Dennis worked with several different stainless steel companies as an engineer. Working with sheet metal for so many years led to a natural progression of designing fold-ups. He met a wargamer who wanted buildings made for Napoleonics. From there, Dennis became interested in building cardboard houses and finally cardboard spaceships.

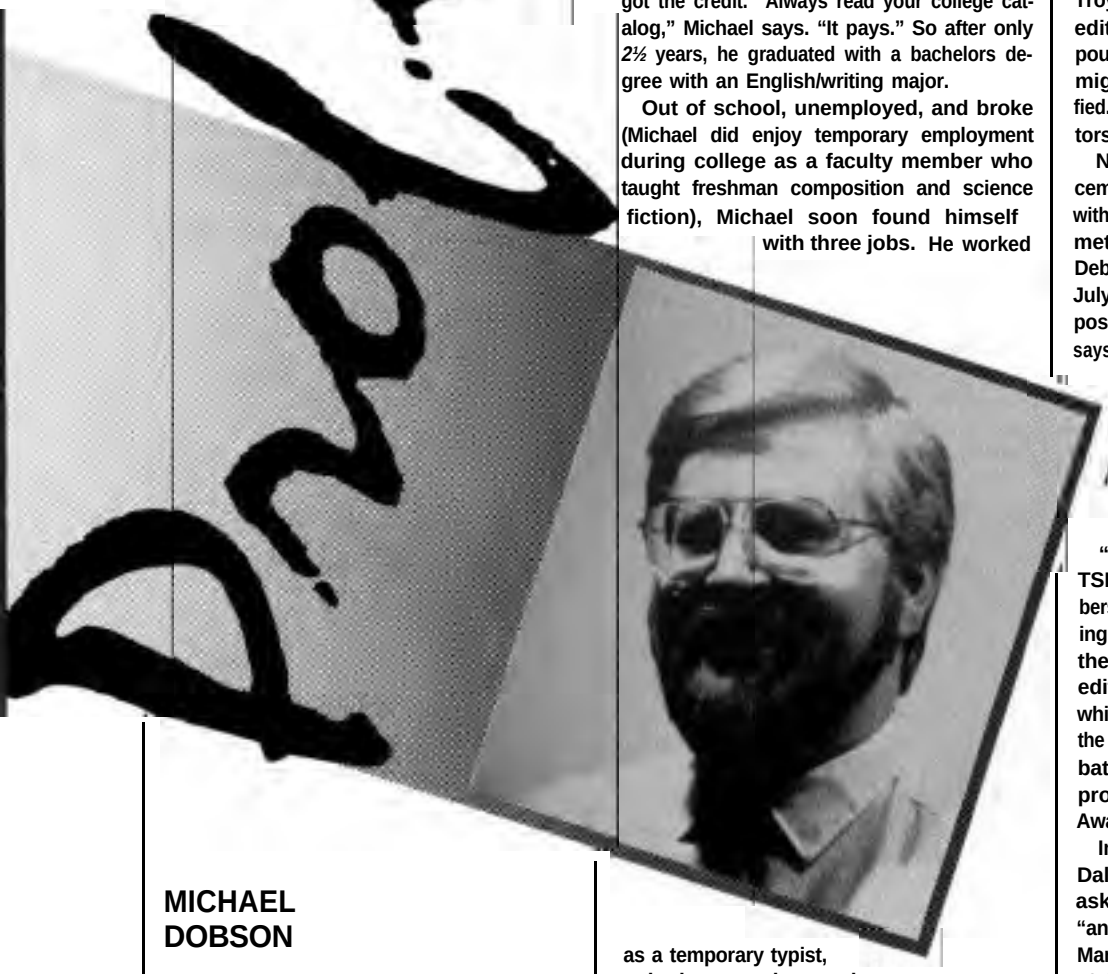
Toward the end of 1982. Kevin Blume saw some of these spaceships, and was impressed with the quality and design. Kevin recommended that Dennis apply at TSR, and in 1983, he was hired to work on 3-D fold-ups for the modules.

Now Dennis works as a graphic designer and still designs the colorful fold-up buildings, people, and creatures which appear in modules, games, and magazines.

When Dennis is not at work, he says, "I enjoy tooling around in my motor home. Since I have no permanent address, I can't tell you where I live. It's anywhere I park for the night."

Dennis also enjoys painting, sculpture, and building models and wooden airplanes. Asked if he had any advice for the readers of DRAGON® Magazine, he simply stated, "Read the directions. It's a lot easier."

Profiles



MICHAEL DOBSON

Director of Games Development. There exists a terrific potential to heap great amounts of abuse on someone in this position, but pity and mercy were abundant when it came time to write the profile of Michael Dobson. (Michael is victim of enough abuse from the designers and editors.)

Michael was born in Charlotte, North Carolina on September 9, 1952. He moved to Germany with his family when Michael was still very young. (His father had spent the latter part of World War II in a POW camp and had adjusted to German hospitality.) The Family moved back to the states in 1960 after five years — and just after the Berlin Wall went up.

Living in Decatur, Alabama ("At that time, the largest city in the U.S. still under Prohibition,") Michael discovered that he and the South were not a good mix. "I still can't play a Civil War game to this day."

"I was an eccentric high-school student and got into much trouble. I consistently got Cs in Conduct." Having had enough of the Deep South, Michael left Decatur on high school graduation night on a bus to Charlotte, North Carolina for college. Michael realized that if he started college in the summer session, he would have a distinct advantage over the incoming freshmen in the fall. He also realized that a student could get "credit by examination" without taking the course — if you could pass the final, you got the credit. "Always read your college catalog," Michael says. "It pays." So after only *2½* years, he graduated with a bachelors degree with an English/writing major.

Out of school, unemployed, and broke (Michael did enjoy temporary employment during college as a faculty member who taught freshman composition and science fiction), Michael soon found himself with three jobs. He worked as a temporary typist, substitute teacher. and as a planetarium operator on weekends.

"I worked real hard to get a real job," Michael explains, "and I was finally hired as a research assistant in the Aeronautics Department of the National Air and Space Museum of the Smithsonian Institute in Washington, D.C. It was a great first job!"

In 1976, Michael went back into the planetarium business with the Albert Einstein Spacearium at the Smithsonian. "I also helped set up operations for the IMAX Theater where they show "To Fly." He helped organize the business operations of the planetarium until he discovered that, "museum work wasn't for me. You really have to love it and have the patience for it." So, in 1978, he went to a resume service for help, since he didn't know what he wanted to do next. "They took care of that for me; they hired me — as a resume writer."

Michael started his own resume business in 1979, specializing in the the arcane rituals of federal employment. He also taught workshops and seminars related to the business.

Then in 1982, when Michael turned 30, he faced a mid-life crisis. He felt it was time he figured out what to do with his life. Fate stepped in when he noticed an article in DRAGON® Magazine saying that TSR was hiring editors. He worked for a week on the editing test he received after sending in his resume and finally got a call. "I talked with Troy Denning, who was the manager of the editing department at the time. To compound my mid-life crisis, Troy wondered if I might be too old for TSR, and over-qualified." (The average age of designers and editors at the time was 25 years.)

Nevertheless, Michael was hired in December, 1983, as an editor. He moved here with his fiance, Debbie Singer, whom he had met in the resume business. Michael and Debbie were married the following Fourth of July. "I always have the day off and I can't possibly forget my anniversary," Michael says.

"The first three projects I worked on at TSR never appeared in print," he remembers. "I got a special satisfaction out of editing wargames. They were tough, but I loved the preciseness and detail." Michael also edited the DRAGONLANCE® series for a while, although he had the most fun editing the AD&D BATTLESYSTEM™ Fantasy Combat Supplement — "the project I am most proud of," he says. (It won the H.G. Wells Award at last year's ORIGINS.)

In 1985, Michael attended a trade show in Dallas. About. four months later he was asked to join the Marketing Department "and I ended up as Marketing Manager." In March, 1986, Michael became the Director of the Games Development. He now has the management responsibility for getting the product out.

Among his design credits is the four-module AD&D-game Bloodstone Pass series that he is writing with Doug Niles, and X10, *Red Arrow, Black Shield.* a special D&D® BATTLESYSTEM/War *Machine* campaign adventure. He also co-designed the Partyzone™ KNAVE OF HEARTS™ game with his wife.

In his "copious free time," Michael enjoys collecting dumb magic tricks (which he practices on the TSR staff) and watching Fred Astaire movies.

KAREN MARTIN

Karen Martin made her appearance on January 20, 1958. in the midst of a blizzard in northern Illinois. From the Deaconess Hospital (now a home for mentally disturbed children), she was taken to live in the old family home in German Valley.

Karen had a fairly quiet childhood — "After all," she says, "how much trouble can you get into, living on farm in the middle of nowhere?" After graduation from Forrestville Valley High School in 1975. Karen decided to attend Rockford College in Illinois, and in 1979 she graduated with a degree in English and a secondary teaching certificate.

Karen S Martin

During her freshman year at Rockford, she met David Martin, who would eventually become her husband. They began dating after David saw her in a college production of ***Blithe Spirit.*** "I played a crazy medium named Madame Arcati," she explains. "After a tempestuous, on-again-off-again relationship, we finally got married in April 1980. At the time, I was teaching English to seventh and eighth graders at Stillman Valley Junior High — getting married provided a similar challenge!"

The following year, Karen began working for ASI (Advanced Systems Incorporated, where David also worked) as an editor for data-processing manuals, so she and her husband moved to Schaumburg to be closer to their jobs. It was here that Karen had her first taste of adventure gaming. "To relieve occasional boredom we would play games on the computers. I liked one in particular — ***Adventure."*** A fellow employee noticed Karen's interest in the game, and invited her to play in an AD&D® game with his group. "I loved it and played often. Marathon games were not uncommon."

After about two years at ASI, Karen moved on to Glenview, Illinois, and into a job with Scott, Foresman and Company as an editor in the Electronic Publishing department. "I edited manuals for microcomputer software for schools, but since then, I think the department no longer exists," she said. "About this time I was offered a job as managing editor for a small publication. The day before I was to start, they called and said the position no longer existed. So, to preserve my existence, I began a job as sales associate for Lee Wards in Schaumburg. From there, I went to Carson, Pirie, and Scott, and sold draperies for a few months."

Karen and her husband moved to West Bend, Wisconsin in 1984. Until this time, Karen had been a regular player of AD&D games, but this changed when she moved to Wisconsin. "The gaming groups in West Bend were too strange for my tastes. I heard things like, 'I'm invulnerable to everything, so don't even bother rolling a saving throw!'" In 1985, Greenfield (a Milwaukee suburb) welcomed the Martins as they moved once again in July. "I started work as an assistant manager at the Lane Bryant store in Brookfield [another Milwaukee suburb]."

In December of that year, Karen finally got a call she had been long awaiting. TSR wanted her to come for an interview. "I had applied back in August of 1984 and came in for a couple of interviews, but that was the last I heard anything until Steve Winter called. I went in for another interview and was hired before the end of the week. What a Yule gift!"

In January 1986, Karen began her new job as game editor. "One of the first things I worked on when I came was the MARVEL SUPER HEROES™ Advanced Game. What an introduction to the company! No mercy for the new kid!" In July 1986, Karen became the freelance editing coordinator for TSR. "I now work closely with Bruce Heard who handles the acquisitions. I wish I had paid more attention to my college French classes." Karen's job is to find people to edit the material that comes from the Acquisitions Department. The job requires that she coordinate many projects at once, in addition to some editing of her own. projects. "It's tough to juggle 10 things at once, but I really like my job and the people I work with."

Still footloose, Karen and her husband moved to Williams Bay in October 1986. And yes, they are thinking of moving again. "We're looking for a more permanent place." In addition to her hobby of transporting entire households, Karen enjoys reading about ancient religions and culture, especially Celtic and Arthurian legends. She also likes reading fantasy literature.

Any advice for the readers, Karen? "Keep telling yourself, 'It's only a game. It's only a game. It's only a . . .'"

REF4 was one of the projects which Karen helped produce.

MARGARET WEIS

Profiles

Margaret Weis

Interviewed by Tracy Hickman.

"We can write this book," Margaret said. "It's our story. Nobody knows it the way we do. Nobody else can tell it right."

It was January 1983. I was sitting in the 10'-wide cubicle that passed then for the office of Margaret Weis. I was the design coordinator for Project Overlord (the cover name for what would later be known as the DRAGONLANCE® saga), and she was the Coordinator for Books Division. We were part of a committee to select who should write the DRAGONLANCE novel which Margaret, Michael Williams, and I had already outlined.

And there she was, on the edge of her chair, her eyes full of determination and energy. "We've got to prove to them that we can do it. We'll submit our own sample chapters and show 'em." Two days later, we were ready with the prologue and first five chapters of the first DRAGONLANCE novel. There was never any question after that as to who would write the series.

Margaret Weis was born in 1948, in Independence, Missouri, and later attended the University of Missouri. It was here that she had her first brush with heroic fantasy. "I read Tolkien when it made its first big sweep in the colleges back in 1966. A girlfriend of mine gave me copy of the books while I was in summer school at MU. I literally couldn't put them down! I never found any other fantasy I liked, and just never read any fantasy after Tolkien." Ultimately, she earned what her mother called "a worthless degree in creating writing." Her mother's dream of a Librarian Daughter was at an end. Margaret went to work for a small publishing company in Independence and became an editor there.

Soon fate seemed to take a rather firm hand in Margaret's life. "I did see the beginnings of the D&D® game — all of the little books — but was pretty much occupied by marriage, kids, and a career, and just didn't pursue it." That changed after a few games with friends, and soon Margaret was following the fortunes of TSR, Inc. When she saw an advertisement for an editorial position in *Publisher's Weekly* she sent in her resume.

"TSR was looking for a games editor at the time. I sent in my application and took their test, but was told that I wasn't quite what they had in mind for that position." Coincidentally, Jean Black, manager of TSR's book division, was looking around for a book editor at that same time. She happened to be talking to Ray Puechner, Margaret's literary agent, and asked Ray if he knew anyone looking for work.

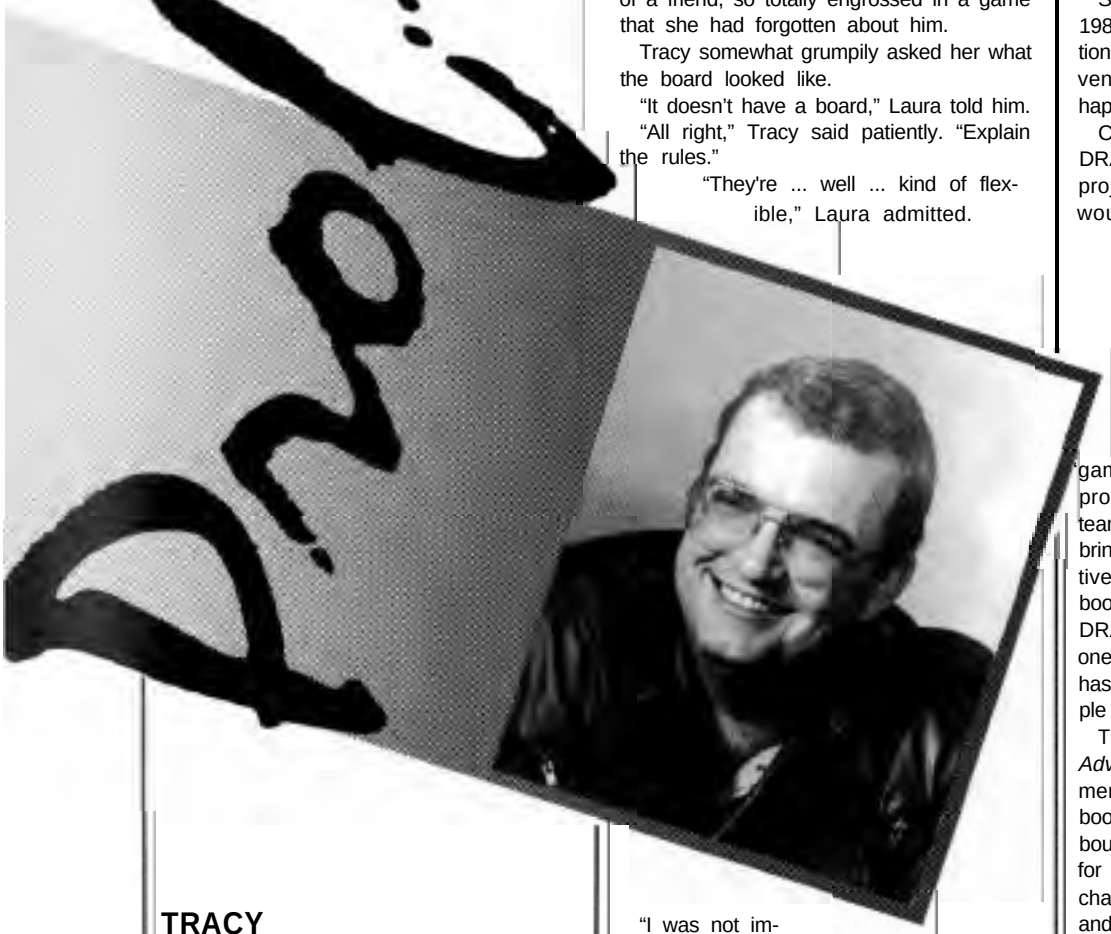
"Ray told Jean where to find my application. Jean walked over to the games division and picked it up." Margaret was offered the job on the same day as her interview. One of her first assignments was to help coordinate the new DRAGONLANCE project.

There's been no rest since then. Margaret loves to write — lives to write, in fact. What has her interest now?

"We have several new projects based on the DRAGONLANCE saga. One is *Leaves from the Inn of the last Home,* the Complete Krynn Source Book. It has legends, original music, kender and gnome proverbs, recipes, and a lot more. It's just a fun book. We are also working on *The Art of DRAGONLANCE Saga,* which contains the full-color art from the first two DRAGONLANCE calendars, the book covers, and some of the art from the third DRAGONLANCE calendar that the artists are producing now. In addition, it has artwork never before published.

"Finally, in response to the hundreds of letters we received begging for more about Krynn. we are producing three anthologies of short stories called DRAGONLANCE Tales. The first one is the *Magic of Krynn, the second Kender Gnomes,* and *Gully Dwarves,* and the third *Love and War:* Tracy and I are doing a novella for each one. The first novella is called 'The Legacy.' It's about Caramon's third son, who is a-magic-user and must deal with the 'leg acy' of his uncle. It's going to surprise a lot of people! The first anthology also includes the 'Test of the Twins,' the short story I wrote for DRAGON® Magazine [issue #83]. It has the original ending to the story, which I had to rewrite because the editor of DRAGON Magazine wanted something more 'upbeat.' We're also republishing the short story by Roger E. Moore about Tasslehoff and the teleporting ring. And there are several new original stories by some very talented new writers. We've enjoyed working with them, and we've made a lot of new friends — but the new project Tracy and I are working on will hopefully make the DRAGONLANCE saga a fond memory. It's going to be fabulous!"

Profiles



TRACY HICKMAN

Interviewed by Margaret Weis.

The setting is an autograph party at a Waldenbooks in Milwaukee. Tracy and I are sitting at a table, pens in our hands. A young man comes up and asks me to sign his copy of the DRAGONLANCE Chronicles. As I do so, he looks around sadly.

"Where's Miss Hickman?" he asks in wistful tones. "Couldn't she be here today?"

Tracy groans, flings his arms out in front of him, and beats his head upon the table. "I ***am*** Tracy Hickman!" he moans.

Yes, Tracy Raye Hickman is a he. Not only that, but he is married to his childhood sweetheart, Laura (the pretty Hickman sister, who was also the inspiration for Laurana), and he has two children. I can hear hearts breaking all over the world.

Tracy was born on November 26, 1955, in Salt Lake City, Utah. He grew up in Salt Lake and eventually attended Brigham Young University. Did he always want to become a role-playing game designer?

Not exactly. Tracy has held various jobs, sometimes several at one time. His first brush with DUNGEON & DRAGONS® games came when his wife, Laura, failed to pick him up after work one day. Understandably upset, Tracy rode his bike across town, where he found his wife at the house of a friend, so totally engrossed in a game that she had forgotten about him.

Tracy somewhat grumpily asked her what the board looked like.

"It doesn't have a board," Laura told him.

"All right," Tracy said patiently. "Explain the rules."

"They're ... well ... kind of flexible," Laura admitted.

"I was not impressed," Tracy recalls grimly. Laura was impressed, however. She bought Tracy the blue Basic Set for his birthday and gave it to him a month early.

"For three weeks after that, I didn't see him," Laura says with a sigh. Completely fascinated, Tracy immersed himself in the rules; within a month, he and Laura wrote and designed their first role-playing adventure — Rahasia.

Eventually, the two decided to privately publish the adventures they had designed — Rahasia and Pharaoh. Tracy and Laura gained a reputation on a local level. Then disaster struck. Tracy went into business with an associate who went bad, leaving Tracy and Laura with $30,000 in bad checks to cover. Driven into bankruptcy, Tracy sent their modules to TSR, Inc., "literally so that I could buy shoes for my children," Tracy adds, shaking his head.

But disaster was actually the door opening to Tracy's career. TSR not only wanted the modules but wanted Tracy as well. "They said it would be easier to publish my adventures if I was part of the company. So, we made the move from Utah to Wisconsin. It was a terrifying experience. We had no money. My parents begged us not to venture into such foreign territory to pursue such a bizarre career. My father wrote that there was a secure job as a fry cook in Flag staff (where my parents were living), and he pleaded with me to come take it."

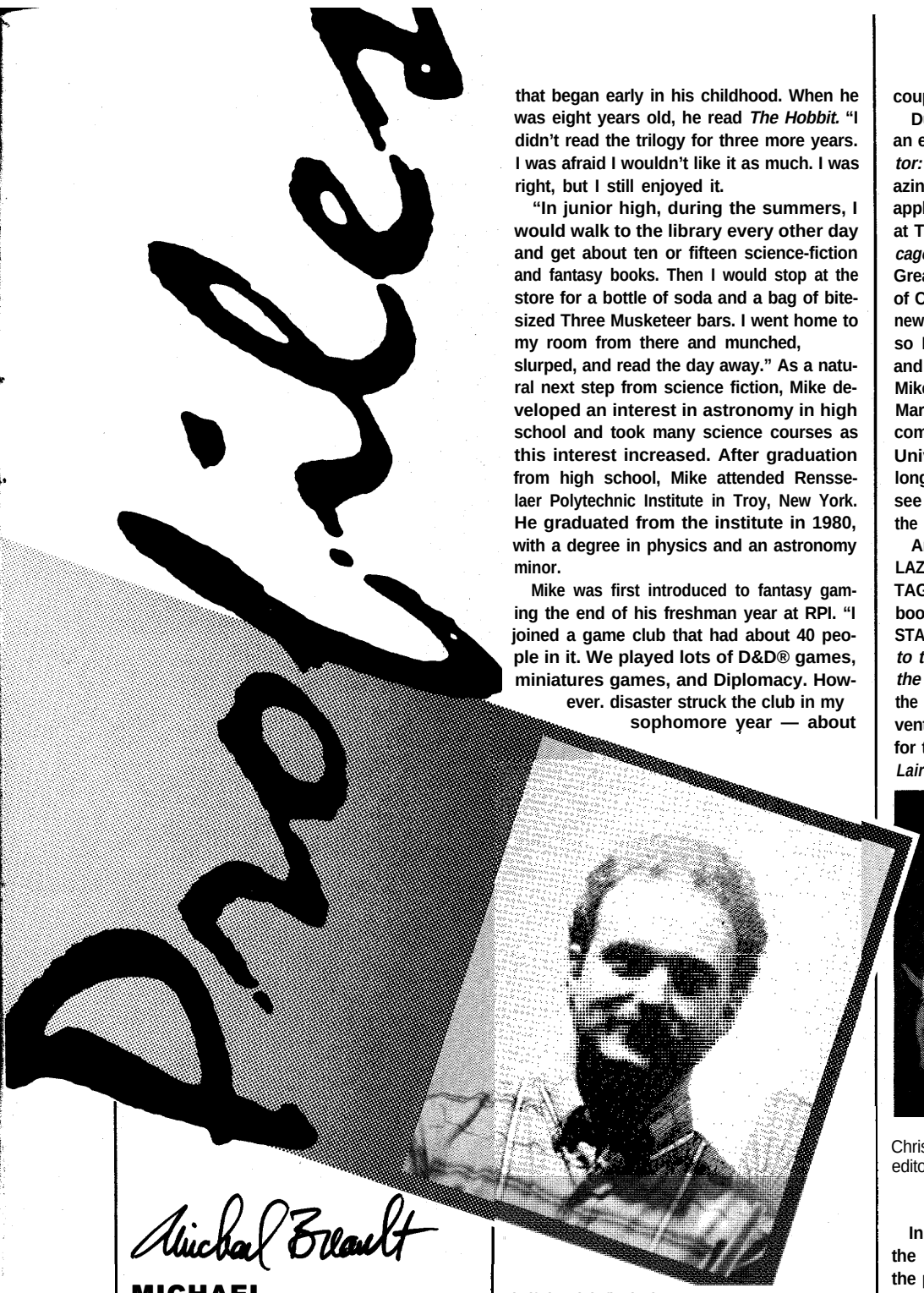
Shortly after Tracy came to TSR, Inc., in 1982. management announced the intention to develop a series of role-playing adventures based on dragons. Tracy just happened to have this proposal. . . .

Code-named Project Overlord, the DRAGONLANCE Chronicles was the first project TSR, Inc.. had undertaken that would include adult novels as well as games, calendars, and other spin-off products. The original DRAGONLANCE team was formed under Tracy's leadership, bringing together some, of the most creative minds in the company. Two million books and a half million modules later, the DRAGONLANCE project has proven to be one of the most successful the company has undertaken — a credit to the many people who put so much time and effort into it.

Tracy's current project is *DRAGONLANCE Adventures,* a role-playing game supplement produced as a deluxe hardbound book. Set for release in August, the hardbound will include history and background for both Pre- and Post-Cataclysm Krynn, character class descriptions and statistics, and rules and histories covering the other races, such as elves, dwarves, and kender. The Orders of High Sorcery are detailed, as well as how magic works in Krynn. The Gods of Krynn and rules for clerics are given here. New spells for both clerics and magic-users are included, as well as ancient artifacts and character descriptions of both player and nonplayer characters from both contemporary and historical times.

What else are Tracy and I working on? Well, there's the new, top-secret Project X. "All I can say about that," comments Tracy, "is that we've been earthbound too long. We're setting out for the stars!"

Profiles



Michael Breault

MICHAEL BREAULT

May 28, 1958 saw the arrival of Mike Breault in Central Falls, Rhode Island. Unable to deny that he was their child, his parents bundled him up and took him home, determined to make the best of things in the coming years.

During the first five years of his life, Mike lived in the Boston and Cape Cod areas, but eventually returned to Rhode Island to attend first grade in Warwick. Mike had an intense interest in science fiction and fantasy that began early in his childhood. When he was eight years old, he read *The Hobbit.* "I didn't read the trilogy for three more years. I was afraid I wouldn't like it as much. I was right, but I still enjoyed it.

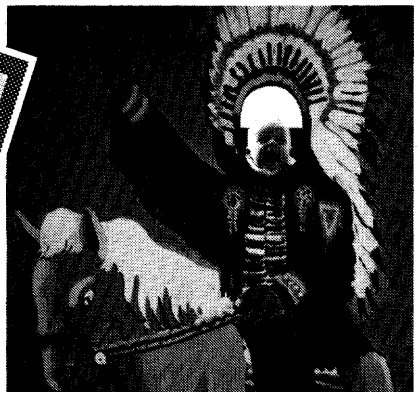
"In junior high, during the summers, I would walk to the library every other day and get about ten or fifteen science-fiction and fantasy books. Then I would stop at the store for a bottle of soda and a bag of bite-sized Three Musketeer bars. I went home to my room from there and munched, slurped, and read the day away." As a natural next step from science fiction, Mike developed an interest in astronomy in high school and took many science courses as this interest increased. After graduation from high school, Mike attended Rensselaer Polytechnic Institute in Troy, New York. He graduated from the institute in 1980, with a degree in physics and an astronomy minor.

Mike was first introduced to fantasy gaming the end of his freshman year at RPI. "I joined a game club that had about 40 people in it. We played lots of D&D® games, miniatures games, and Diplomacy. However. disaster struck the club in my sophomore year — about half the club flunked out of school because they played games so much. The real hard-core players played all weekend and several hours each night. They were bound to flunk out."

The next step for Mike was to attend Indiana University for graduate school. He received his Masters degree in astronomy in 1984. As an associate instructor, Mike also taught astronomy courses on television that was broadcast to the regional campuses of Indiana University. But other things were happening as well. "I met Mary Elsbury at the university in 1982, and a couple of years later, I married her!"

During grad school, Mike spent a year as an editorial intern for *The American Spectator:* "a far-right-wing political opinion magazine," according to Mike. In 1984, Mike applied for a position on the editorial staff at TSR, Inc., after noticing an ad in the *Chicago Tribune.* "Mary and I were at Marriott's Great America [an amusement park north of Chicago] and picked up a copy of the newspaper. The classifieds had the TSR ad, so I immediately put my resume together, and I was hired in September of that year." Mike moved to Wisconsin that month, and Mary followed by the end of the year, after completing her Masters degree at Indiana University. Before then, Mike made the long trip back to Indiana each weekend to see Mary and fulfill a teaching contract at the university.

Among Mike's editing credits are the new LAZER TAG™ books for use with the LAZER TAG™ equipment, the *Oriental Adventures* book, the *Dungeoneer's Survival Guide,* the STAR FRONTIERS® game's *Zebulon's Guide to the Galaxy,* and the upcoming *Manual of the Planes.* Mike has also edited most of the highly successful DRAGONLANCE® adventures, and he and Jim Ward teamed up for the design on the AD&D® game *Book of Lairs.*



Christopher Breault taking TSR's most difficult editorial test.

In July 1986, there was a new addition to the Breault family. Mike and Mary became the parents of Christopher Michael, born at the end of that month. "I don't have as much time for playing games now, or as much time for freelance work, but the trade-off is worth it. Chris is lots of fun." Mike also must steal time to pursue his other interests, such as whitewater rafting, volleyball, basketball, stamp collecting, and — of course — reading science fiction and fantasy.

Asked if he had any advice for our readers, Mike very emphatically stated, "Don't get so caught up in gaming that you forget your other responsibilities. Gaming, while enjoyable; is not the most important thing in life. Keep it in perspective!" Ω

ROBIN "LA SPUD" JENKINS

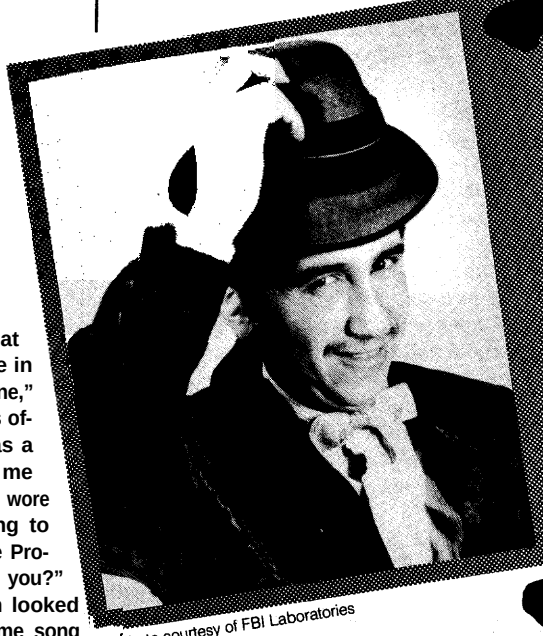


Photo courtesy of FBI Laboratories
Washington, D.C.

Robin Jenkins

Interviewed by Roger E. Moore.

"I am very pleased, very very very pleased, yes much, that you have chosen to interview me in this wonderful, wonderful magazine," said Robin, as he danced about his office wearing his Ukrainian flag as a toga. He paused and peered at me through a hole in the underwear he wore over his head. "You aren't going to make me look silly because of the Profile I wrote about you last year, are you?"

"Of course not," I said. Robin looked greatly relieved and sang the theme song from *Mister Roger's Neighborhood,* then told me of the highlights of his life — both of them.

Robin was born in Woodruff, Wisconsin, on July 20, 1959 — a Cancer, like every other magazine editor at TSR, Inc. His family moved across the country from coast to coast, but eventually returned to Wisconsin, where he finished high school at La Crosse. In a dreadful foreshadowing of his editorial doom in years to come, Robin held a position as a journalist for his high-school newspaper — with additional responsibilities as the paper's photo editor, city editor, school editor, and editor-in-chief. "I used to write out articles on the bus on the way to the printer," he recalled.

He went on to the University of Wisconsin-La Crosse, but "I did so well that I was asked to take a year's vacation to decide if college was where I really wanted to be." Robin credits too much time spent partying with his fraternity and playing the DUNGEONS & DRAGONS® game for his leaving (again foreshadowing the inescapable doom that befell him later). Robin did manage to become the director for a science-fiction convention that hosted A.E. Van Vogt one year. "We decided to call it Attempt-A-Con because of all the problems we were having with it."

After a year spent in factory work, the reenergized Robin reappeared on campus and became the Assistant Arts Editor for the *Racquet* (the college newspaper), the secretary for Sigma Pi Fraternity, the vice-chairman of the Lectures and Concerts Committee, and the chairman of the Video Committee. He would occasionally study as well, and developed a sudden interest in early SF and horror films such as *Metropolis* and *Nosferatu.* Eventually, he was supporting a habit of 12 movies a week, but still managed to graduate with honors in English (the first to do so in the five-year history of the program) and with a minor in photography.

Unfortunately, as Robin put it, "No — they *don't* necessarily have jobs for English majors." He acquired jobs as a color printer and as a news cameraman for WXOW TV-19 in La Crosse, with additional responsibilities in photography, film production, and commercial making. He quickly became disenchanted with TV's standards of news journalism and moved to Madison, where he became a color printer for a photo lab and freelanced articles to regional business magazines and newspapers. Then the skeletal hand of Destiny came to rest squarely on his little pointed head — he saw an ad in a local paper for an assistant editorship at DRAGON® Magazine.

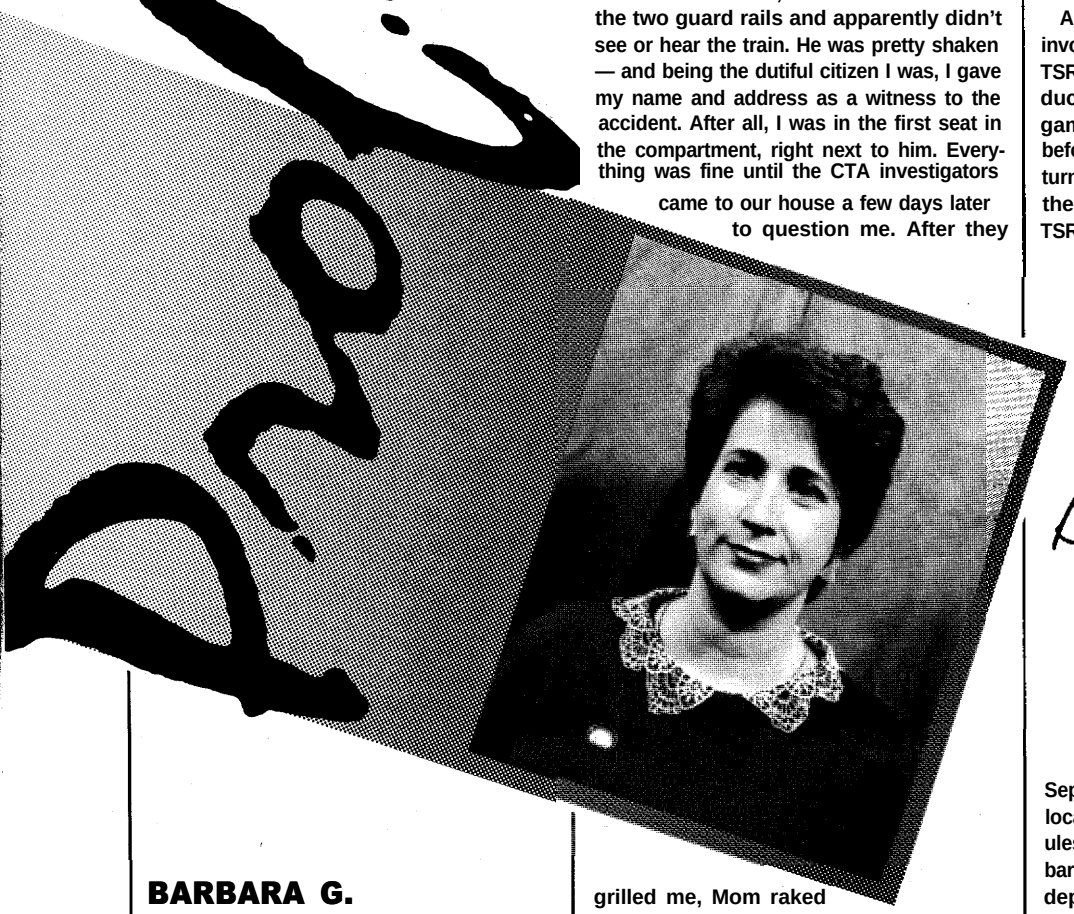
Robin went after the position with all the enthusiasm that Norman Bates showed for getting into the hotel business. A gamer since 1976 ("We used a six-sided die roll to decide everything in the game"), Robin looked forward to getting into the "real world" of magazine publishing. Instead, he wound up applying at TSR, Inc., in May 1986 and got the job shortly thereafter. It was then that he discovered the terms "real world" and "TSR, Inc." were mutually exclusive. He also discovered that many readers believe he is a woman — the dreaded Tracy Hickman syndrome, shared by such other greats as Pat Price and Kim Mohan. "Life is hard," says Robin stoically.

Where is he going from here? "To Madison, to party on some rubble," says Robin, putting on his obscene Betty Boop button. He also plans to look up the rediscovered version of Thomas Edison's film, *Frankenstein,* and has a number of projects in mind for special editions of DRAGON Magazine — some of them even being remotely reasonable.

His advice to gamers? "If you have an interest in writing, develop your communication skills — they're too often overlooked, and you have to take it on yourself to improve them. I also recommend you have your art director checked for rabies once a year."

Indeed, what more need be said?

Profiles



Barbara G. Young

BARBARA G. YOUNG

The time has come, the Walrus said, to speak of Barbara Young. A curious combination of techno-dabbler and former flower-child, Barbara was born in Chicago on the third of July. ("At least that ensures that I'll always have a day off near my birthday.") In her earliest memory, she is standing in her crib and begging to be allowed to watch "What's My Line," a primordial television game show.

While still a high school senior, Barbara took college drama classes and got her first taste of higher education. English class was where she garnered her most valuable skills. "Constructing sentences and paragraphs was the most useful thing I ever learned."

Barbara presented the image of a studious young woman to her mother, who thought Barbara was staying after school daily to study in the library. In actuality, this after-school hippie was working in a typical '60s leather shop called "The Leather Fetish," making handbags, capes, and sandals. "Our shop made a cape for one of The Byrds," she stated proudly. This meant taking the train to Old Town daily, which led to Barbara's cover being blown. "One afternoon, this rickety old woman walked directly into the train. The driver had blown the whistle and all, but she was between the two guard rails and apparently didn't see or hear the train. He was pretty shaken — and being the dutiful citizen I was, I gave my name and address as a witness to the accident. After all, I was in the first seat in the compartment, right next to him. Everything was fine until the CTA investigators came to our house a few days later to question me. After they grilled me, Mom raked me over the coals."

Thus began Barbara's long, slow descent into the ranks of hippiedom. To be sure, she outwardly presented the picture of a concerned young woman going to college. ("It was easier than getting a job, since we lived right across the street from Northeastern Illinois University.") She was so into education, in fact, that she actually crammed four years of college into eleven years. "That's not the recommended way, though." She also took several secretarial positions in sequence to allow her to leave the family home and strike out on her own.

During that time, she worked at IBM on one of the first word processors, before magnetic disks were around. In a roundabout way, this engendered an interest in applied computer technology (through her love of science-fiction and fantasy literature), including things like voice-recognition typewriters and computers, which have moved from the realm of science fiction to that of everyday existence.

Her college experience brought her a double major in English and linguistics. The latter came from her interests in turning thought into language and the possibilities of communication with other life forms (either here or elsewhere). The former consisted almost entirely of courses in science-fiction and fantasy literature, creative writing, "and one class in Elizabethan and Jacobean literature that was really a fluke."

All this SF and fantasy interest led to her involvement with role-playing games and TSR, Inc. "By way of fandom, I was introduced to the DUNGEONS & DRAGONS® game, and I kibbitzed quite a few games before getting involved myself." This led in turn to her answering an advertisement in the *Chicago Tribune* for game editors at TSR, Inc. She worked in that capacity from September 1984 to 1985, then worked on a local newspaper while editing game modules as a freelancer. In January 1987, Barbara rejoined the company in the magazine department as the assistant editor for DUNGEON™ Adventures.

Of the atmosphere at work, Barbara says, "All I ever wanted was a place to work where I could wear jeans. The standard corporate image is not one I was ever comfortable with." Of her daily commute across the Illinois-Wisconsin border, she tells us: "I drive 70 miles round trip and see more cows than cars on those back roads."

Her advice? "If you submit work to an editor, don't start your cover letter with your age, and don't end it with an apology for your spelling."

Koo-koo-ka-choo, Barbara.

JEFF BUTLER

It seems only fitting that a young man weaned on comics might someday grow up to become an artiist who specializes in comic-book style art. "At first, I read all the DC Comics I could get my hands on, and then moved on to Marvel Comics," explains Jeff Butler, one of TSR's artists. "I used to practice drawing the figures from the comic books."

In February of 1984, TSR was lucky enough to have Jeff come aboard, just when the MARVEL SUPER HEROES® Role-Playing Game was in its beginning stages.

But wait a minute, Jeff. Something's not right here. You don't look like an artist. How does a strapping Wisconsin boy (born in Madison on February 26,1958) account for the fact he might look more appropriate on a baseball diamond than behind a drawing board? "I've heard this my whole life! I've been cursed with wholesome looks and I just happen to love sports. I grew up playing basketball, football, baseball, and hockey.

"But I was always drawing things when I was young. I was a mischievous little boy, and my mother used to stick me in the corner with paper and a pencil and tell me to draw to keep me quiet. Then came the comic books when I was a little older, much to the chagrin of my father. Mom thought the comic books were teaching me to read, but my father, who is a sportswriter for a Madison newspaper, thought they were no good for me."

In high school, Jeff continued his drawing, but he also continued his sports activities. "Oh geez, this is so corny, but I was the football captain who went out with the cheerleading captain." (More on the cheerleader later.)

In junior high and high school, Jeff discovered the CONAN® paperback books (did the Frazetta covers have anything to do with that?) which woke him up to fantasy. "I then discovered the Fritz Leiber and ***Lord of the Rings*** books.

"I was a fine arts major in college (University of Wisconsin-Madison), but I ended up splitting my time between the university and Madison Area Technical College so I could get some commercial art instruction."

Jeff was "heavily into sports illustration," in college and also did some portrait work. "On the side, I did illustrations for newspapers, magazines, and posters. I did a poster for the university, too. It was a Budweiser poster for the football team."

While Jeff was still in school, he met Mike Baron. Baron and Steve Rude had created NEXUS, a comic book, for Capital Comics. At the time, Capital Comics was thinking of publishing another comic book, so Baron came to Jeff and together they created THE BADGER.

"I worked on the first few issues of the comic book, but Capital was having some cash flow problems at the time, so they put their titles up for sale." As fate would have it, one of Jeff's teachers from MATC called and told him about a job opening for an artist in Lake Geneva. Jeff called the job recruiter, interviewed with TSR, and within two weeks started with the company.

"When I first came to TSR, the MARVEL SUPER HEROES Game was just starting to roll, so I had lots of fun those first few months doing the kind of comic book art I loved. Now, I like working on the Marvel paintings for the book covers. I can flesh things out and make these characters look real."

Jeff has also worked on black-and-white art for DUNGEONS & DRAGONS® products, the DRAGONLANCE® series, and has done color work for the CONAN® Role-Playing Game box cover and for the AMAZING™ calendar.

Remember the chearleader? Well, Laurel Layman finally married Jeff in 1985. They reside in Franklin, Wisconsin, with their three lhasa apso dogs: Benson, O'Jay, and Reggie. Jeff still loves to play baseball and basketball in his free time, in addition to playing tennis and biking with Laurel.

"I have started a new hobby. I'm into making customized costumes for Captain Action — sculpting masks, sewing clothes, and making the accessories (boots, holsters, and guns)," says Jeff. "Captain Action was my favorite toy when I was young. I guess he still is. I'm an avid collector of Captain Action toys."

It seems only fitting for a young man weaned on comic books.

Profiles

JANE COOPER

Book editor Jane Cooper hails from St. Paul, Minnesota, where her family has lived for years. She makes a point of stressing *not* Minneapolis, mind you — people from the Twin Cities like to make that distinction; the Mississippi River marks the dividing line between the two cities. "I never went swimming in the Mississippi because it was too dirty," she notes. But she did swim often and happily in the St. Croix, which winds along the boundary between Minnesota and Wisconsin.

"In college [at the University of Wisconsin-River Falls] I intended to study art, but decided that coursework was taking the fun out of art, so I switched to English." For two summers, Jane worked as a tutor/counsellor in Upward Bound, a program for high-school-age American Indians. She was jokingly harassed for being such a "pink pinky," but found the overall situation gratifying. "It was one of those things you call a good experience," she says now. "I went back a second time, so I must not have hated it *too* much."

For her senior year, Jane planned to go just a bit further than Wisconsin — to Taiwan, as a scholarship student, "to study their system of teaching English as a foreign language, just for fun, and because I've always been fascinated by the Orient. I had been passing this notice on the bulletin board for nearly a year before this. It advertised free room, board, and tuition in the Taiwan Exchange Program. Later, my application was accepted!"

Taiwan provided a formative experience her life, "an outstanding modification in my lifestyle," Jane notes. Not only did she find herself immersed in studying the Chinese language and customs, but she went out constantly and lived a freer, different lifestyle. She also met her future husband, Hong Tsong-Ming, a customs broker and quality control inspector for a trading company.

For a brief while, Jane moved back to Minnesota, where she became a student-teacher and intern for English, speech, and communications, growing slowly oppressed by the volume of students and paperwork. "After 18 months, I had had enough of long-distance letter writing to Tsong-Ming, and I moved back to Taipei." There, she labored as an editor for four monthly trade magazines, then "moved up" to the Chinese company's public relations division, handling Chinese and international accounts, including Hying Tigers air cargo, Westinghouse, Ciga-Geigi pharmaceuticals, and International Paper.

finally, in 1983, Jane married Hong Tsong-Ming in a typical Chinese courtyard ceremony. "The judge mumbled and told us how we were supposed to raise lots of wonderful Chinese children," she remembers. (She listened well to the judge — they are expecting Baby #1 in July.)

Hong, Tsong-Ming's surname, translates roughly as "big, catastrophic waters." Tsong-Ming means "clever." They decided the folks back in Minnesota might have a little trouble with that, so they settled instead on "Daniel," which is what everyone calls him today. Meanwhile, Jane acquired the Chinese name of Ku Pei-Jen, which means something like "Ancient Putting-on-a-Jade-Pendant Truth." Jane calls Tsong-Ming Daniel. Daniel calls Jane Jen.

In 1985, Jane lured Daniel back to the winter wilds of Minnesota where she did copious amounts of temporary work for about six months before answering a fateful ad in a Minneapolis newspaper. Within three weeks, they were packing their U-Haul for the move to Lake Geneva, site of TSR, Inc.

A voracious reader, Jane has always had a taste for science-fiction. Jane's duties at TSR include editing novels, gamebooks, and a wide variety of interactive fantasy. Having lived a sequestered life, she had never indulged in a role-playing game until entering the company portals — but she wised up quickly and is now a closet fan.

Jane has edited AD&D® Adventure Gamebooks, MARVEL SUPER HEROES® Adventure gamebooks; a WINDWALKER™ book; and a couple of CAR WARS® books, ***Duel Track*** and ***Badlands Run.*** "But I'm especially looking forward to the new GAMMARAUDERS™ novels, which combine elements of science fiction in a novel that should be wonderfully entertaining reading!"

Profiles

PATRICK MCGILLIGAN

Probably one of the few people at TSR who says with pride, "I have never seen an episode of ***Star Trek,"*** Pat McGilligan lays claim to the illustrious title of Editor in TSR's burgeoning Book Department.

Born sometime in the '50s and raised in Madison, Wisconsin, Pat made the radical decision to attend college in his home town. By the time he graduated from UW-Madison with a degree in film, he was tired of the Midwest and vowed to leave and never return.

Pat spent three years in Boston writing for the arts section of the ***Boston Globe,*** covering the Oscars and traveling to Nashville. ("Not necessarily related," he points out.) In the course of his stint with the Globe, Pat figures he interviewed "everybody left alive from the Golden Age, and a few people who are dead already."

He retreated to Wisconsin after that to write and direct a play about a woodworker's strike. "The name escapes me, but it received respectable reviews," he assures us. Also while back in Wisconsin, he offered freelance film comment for *American Film* and similar publications. Pat then returned to Beantown for a term as Arts Editor of ***The Real Paper,*** "Boston's sub-version of ***The Village Voice."***

Finally, bored with the Kennedys, the Red Sox, and Harvard, Pat got as far away from Boston as he could get with his citizenship still intact and became, as some around here call him, "a California boy." To live up to the image we Midwesterners have of the state-that-could-fall-into-the-Pacific-any-day-now, Pat accepted the position of Senior Editor at ***Playgirl Magazine,*** a publication which he claims he never read (uh huh, sure Pat). He reconstructed the magazine's entertainment features, hired new writers, revised the format, and we suspect he drove everyone there crazy.

During his four years in L.A., Pat conducted numerous interviews with the Who's Who set of Hollywood — "from Mae West to Clint Eastwood." "I hope I never have to interview any of them again. Some are dead now, so I guess I won't have to." He also wrote and directed a documentary about the Hollywood blacklistings ("I never finished it.") and developed a book of interviews with screenwriters of the 1930s. The book, published in December, was "very well received by the New York Times and the Eastern-establishment press." Pat is currently working on a sequel that will include directors of the 1940s and 1950s.

Pat hasn't stopped writing for or about film. In fact, his biography of director Robert Altman is expected out in 1989, and his book ***Cagney: The Actor as Auteur,*** recently went into its third edition.

Back in Wisconsin now, Pat lives with his wife (Tina Daniell, business and industry writer for the ***Milwaukee Journal),*** son, cat, dog, and baby-X-to-be. He calls Milwaukee "dull, but peaceful" and notes that he decides daily "whether or not the high points of life here outweigh the shortcomings."

Pat has never claimed to have any special affinity for fantasy, science fiction, or gaming, but he did attend the premier of ***Star Wars.*** "Everyone was convinced it would be a flop." Pat has brought in a host of new writers to TSR, such as Sharyn McCrumb, who wrote ***Bimbos of the Death Sun.*** He has also helped usher in the company's newest line of light fantasy adventure novels, the WINDWALKER™ Books, which include ***Once Upon a Murder; Rogue Pirate, Trail of the Seahawks*** (due out in June), and ***Kian the Mariner*** (due out later this year). Pat has edited GREYHAWK™ Adventure #3, ***Master*** Wolf, and FORGOTTEN REALMS™ Book ***#1, Darkwalker on Moonshae.*** He has also coordinated the editing for all the DRAGONLANCE® Tales books and the DRAGONLANCE® Companion, ***Leaves From the Inn of the Last Home.***

"In the future, I hope to be making lots more valuable contacts with authors new to TSR," Pat tells us. "There's no telling what this book department could come up with next!"

WARREN SPECTOR

Before Warren was even seat for this interview, he had started talking. **This interview is in good order,** but if your want to know how the story was REALLY told, get out your **scissors and cut out each of these sentences.** Put them in a hat, then draw them out one by one. That would be an accurate simulation of the story of **Warren's life as told by Warren.**

Warren Spector, TSR's newest game editor, started life on October 2, 1955. Plunked in the middle of Manhattan, Warren was forced to battle his way to school in a hostile environment where **"short, pudgy, Jewish kids didn't fare well."**

Early obsessions with dinosaurs and airplanes gave way to an interest in law by the time Warren was in sixth grade. This was the beginning of a life filled with intense devotion to whatever topic caught his fancy at a particular time. By high school, Warren's obsessions were movies, cars, and basketball.

At the age of 13, Warren decided he **wanted to be a film critic. He later attended** Northwestern University in Illinois with those very same intentions in mind. "I re**ally came into my own in college," Warren says. "I knew more about movies than a lot of my teachers." A Bachelors degree in Radio-TV-Film was followed by a Masters de**gree at the University of Texas at Austin in 1980. "I spent seven years in grad school and I *almost* have my Ph.D. Sorry, Mom."

Warren enjoyed playing games all through college. "I played Avalon Hill games mainly, and a lot of OGRE® and **G.E.V.® games, and *Rivets* from Metagam**ing. It was all boardgames until I became friends with science-fiction writers who **were into D&D® games, so I gave the game a try. I was hooked."**

Warren went on to teach several classes of "450 screaming undergraduates" at the University of Texas at Austin. His subject was the history, theory, and criticism of film, and he showed movies to the class to **illustrate his lectures. Some of the movies were especially useful because they were so** bad; *Bela Lugosi Meets a Brooklyn Gorilla* **was a favorite.**

In 1983, he got a job at a research library as an archivist in charge of the David O. **Selznick collection. Unfortunately, the posi**tion ended after a few months. "I was sit**ting around, wondering how I was going to pay the next month's rent, when I got a call** from Chris Frink. He was a writer for a weekly entertainment magazine I used to **edit in college. Anyway, he said that he was now editor of Space Gamer magazine and asked** if I wanted a job. So, in the fall of 1983, I started as an editor."

***Space* Gamer magazine was owned and published by Steve Jackson Games. Within a short time, Warren became the editor-in-chief for all Steve Jackson Games products. "I supervised game development, typesetting, and the art and graphic departments," Warren explains.**

"Toward the end of 1983, Greg Costikyan submitted a game that just knocked me out talk about potential! This is the project I think I'm most proud of working on so far. It was the TOON® game, which has been **quite successful for Steve Jackson Games."**

The following year, Warren met Caroline Chase at a comic-book store in Austin where she was employed. As soon as he saw her, he said, "This is it! That's the **one!" As coincidence would have it, Caro**line got a job at Steve Jackson Games **shortly afterwards, and shortly after that, a romance began. On April 11, 1987, Warren and Caroline were married.**

Warren was hired at TSR in March 1987. **"They made me an offer I couldn't refuse,"** he says with a sigh. Warren is currently **hard at work editing the new TOP SECRET/ S.I.™ espionage role-playing game. "The** rules for this new game make it easy to play. Things move fast, so play never gets **bogged down."**

An accomplished author, he has also **written MARVEL SUPER HEROES™ Game**book #5, *One Thing After **Another,* due out in June, and, with Tracy Hickman, is working** on TS1, *Operation Starfire,* the **first TOP SECRET/S.I. game module (TS1 will be out in September). He and** Caroline are also teaming up to write MX3, *Reap the Whirlwind,* for use with the MARVEL SUPER HEROES® Advanced **Game rules.**

When Warren has free time, he enjoys **reading science fiction; trashy thriller espio**nage books, and car magazines. He is a rabid fan of the New York Knicks and the **University of Texas Longhorns. "My obsessive personality has most recently kept me occupied with chess. Maybe someday I can win a game with Caroline," he says sadly.**

Warren's advice? "Hook 'em, Horns!"